

# Local services, local schools

## UNISON members keeping communities strong

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UNISON Local Government Service  
Group Executive  
Annual Report

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2015/16

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## 1. Introduction

The past year has been the most challenging in living memory for members and sectors within the Local Government Service Group as the Westminster government's assault on public services and the welfare state has continued to decimate jobs, pay and conditions and the lives of those dependent on benefits across the UK. Once again local government has been at the sharp end of the cuts, with councils in England facing the prospect of the end of the Rate Support Grant and central tax-payer funding by 2020.

Labour councils have generally fared worse in the local government settlement. Meanwhile the government's proposals to force all remaining maintained schools in England to become academies highlights the ideological nature of the Conservatives' 'anti public sector' agenda. The angry reaction of the Local Government Association and some Conservative council leaders to cuts and enforced academies highlights just how bad things have become and hopefully represents a glimmer of hope that further cuts will be met with wider opposition.

Huge cuts to budgets have resulted in the further loss of jobs – to add to the hundreds of thousands which have already been destroyed. The Service Group's 2015 'Audit of Austerity' told a grim tale of council services too: Street lights are being dimmed, women's refuges and libraries are closing, social care spending is falling as homecare workers continue to face poverty pay and inadequate time to care. Local government funding cuts are biting harder in Wales and Scotland too and our members in Northern Ireland face tougher challenges in response to council reorganisation and further cuts.

England councils faced average budget cuts of 37% by 2015/16, with many faring far worse than that. In Scotland, a further year of an imposed freeze in council tax was met with anger by councils wishing to raise it in line with favourable local referenda, although a review of council tax this year promises an easing of the financial situation next year. In Wales councils are also facing diminishing finances. The Service Group has been working with Regions and branches to help branches to understand and councils to maximise their finances.

Pay continues to be an issue of major importance for UNISON members across local government, as the government's 1% pay policy bites harder and local government cuts limit councils' ability to pay our members what they deserve – and need. In Scotland,

successful negotiations resulted in a two-year deal acceptable to members of a Living Wage of £7.85 and an increase of 1.5% in the first year, followed by up-rating of the Living Wage and 1% in the second year. News for NJC workers is not so positive.

The NJC pay claim for 2015/16 called for £1 an hour for all employees, the Living Wage as the minimum bottom rate of pay and deletion of spinal column points below it. At the time of writing, the NJC Committee is seeking a ballot for industrial action over a two-year offer, giving 60% of workers from scale point 18 upwards a 1% increase in each of the two years and the lowest paid up to scale point 17 a tapered increase of between 10% and 2.4%. In effect, the increase for the lower-paid is just front-loading of the National Living Wage which is likely to reach around £9.35 by April 2020.

Our pay and bargaining strategy continues to be informed and strengthened by research. This year the New Policy Institute produced research for us which highlighted the affordability of our NJC pay claim and the savings that the government would make from increased tax and National Insurance revenues and reduced benefits. We also carried out a detailed survey of 10,000 members across the UK on pay and conditions, cuts and service delivery issues to inform our campaigns and bargaining.

The Local Government Service Group continues to support branches and paid officials involved in Single Status negotiations as well as carry out equality impact assessments of cuts packages to ensure that equal pay and equality are not undermined. This continues to result in some success in preventing some of the worst excesses of the cuts to pay and conditions. Nonetheless, more councils are moving school staff onto term-time only contracts, resulting in some huge losses in pay and conditions are being eroded within councils. We continue to put equality and equal pay at the heart of our bargaining strategy and commissioned research by Labour Research on the employment of black employees in upper-tier English councils. Further work will be done on this.

Our Save Our Services (SOS) campaign and Public Works campaign in Scotland have highlighted the damage done by the cuts. We now have an SOS page and blog on the UNISON web site and an @unisondamage twitter account. We produced two further 'Damage' reports in 2015 – the 'Audit of Austerity' and a Damage report on the swinging cuts

in youth services. Both received good press and media coverage. We continue to support branches and Regions in their campaigning efforts and raising awareness of the cuts. We are seeking to increase our political impact around austerity, bolstered by the election of Jeremy Corbyn as Labour Leader and the firm stance he has taken against it. We are working closely with our political allies in all UK governments to highlight the long-term 'damage' that is being caused by unnecessary cuts and campaign for fair funding for local government.

Our Ethical Care Charter has now been adopted by fourteen councils and two arms length companies and our research and campaigning on homecare has met with widespread publicity and real success. Further research on the (lack of) training available to homecare workers and the lack of time they are given to provide dignified care maintains UNISON's position as the leading union on social care issues. We are developing a 'smarter' legal strategy to challenge non-payment of the National Living Wage in the courts, in co-operation with the East Midlands and Yorkshire & Humberside Regions.

Tight funding of education and early years saw increased cuts to services and jobs across the UK, particularly in further education and children's centres. This caused a slight membership dip in 2015, although early 2016 showed a marked improvement. Other major concerns for education staff were pay, workload and term time working. Successful negotiations in local authorities and academies means that over 50% of schools are now covered by a Living Wage agreement. Stars in our Schools day was a success with a noticeable increase in schools participating. And new web pages for organising around and campaigning against forced academies have been put on the UNISON website

The Service Group works beyond local authorities and education, and we have campaigned hard in the Food Standards Agency over the last year. We are part of a pan-European campaign to stop changes within Europe that could end independent meat inspection and produced a popular video with War On Want highlighting the dangers of TTIP. In the Care Quality Commission, we are campaigning to get the pot of money once used for performance related pay to be allocated to staff development, as promised by the CQC last year.

Recruiting and organising are more crucial than ever, with the Trade Union Bill threatening to end DOCAS and restrict facility time, with massive job losses and privatisation at a record level. UNISON's branches and Regions are to be congratulated on their fantastic efforts over the last year, despite the huge challenges and the pressure on branches and activists to deal with the fallout from austerity. However, all the

recruitment and organising activity in branches and regions was sadly not enough to stem the overall decline in local government membership, which fell by over 30,000. We have lost many activists too and are looking at ways to address the gender imbalance among stewards and health and safety reps, which does not reflect the fact that over three quarters of our members are women.

The Service Group Executive has a clear strategy for recruitment and organising in local government. The SGE's Recruitment and Organising sub group continues to work hard to link our recruitment and organising work more closely to our core campaign for better, fairer and more equal pay in local government. Successful collective bargaining and industrial action to achieve better pay and conditions depend very much on our ability to improve our membership density, so we are trying to work more closely with Regions, branches, the union's recruitment and advertising campaign, Communications, and the Strategic Organising Unit. We have produced materials for some key occupations to aid recruitment this year. These have been very popular and well received. At the same time, it is clear that we must continue to focus on activist recruitment – encouraging as many members as possible to play a full role in UNISON, to maintain and grow our organising strength in every workplace.

Employers continue to reduce facility time under the shadow of the Trade Union Bill. Branches, Regions and the Service Group have worked hard to defend the facilities we have and need in order to be able to organise and represent members. Many more branches have been stretched by the attacks on facility time, and we must make sure support is in place for them. Loss of facility time is particularly marked in the private sector, as councils prevent branches from using their time to work in outsourced areas. We will continue to lobby Labour for a future Labour Government to protect the right of reps to represent and organise workers in outsourced areas.

Privatisation is an ongoing and major threat to our members work, public services and to pay and conditions. This year saw council services of the largest value ever subjected to privatisation, although some major privatisations failed and some services were brought back in-house. Despite the increasing public unpopularity of outsourcing, the Government and many councils maintain their ideological zeal and continue to push either for outsourcing to the private sector, or to so-called mutuals or co-operatives. Often, these so-called 'employer-owned' models are nothing of the kind: they still remove the public sector ethos, threaten pay and jobs, and leave the door open for full privatisation. The Service Group has worked with a number of branches to prevent such

proposals, and many are to be congratulated for retaining services in-house. We have continued to advise and support branches and Regions, and has produced guidance on the European Union procurement changes and alternative service delivery models like co-ops and mutuals.

The SGE's role is to maintain a strategic overview of the issues facing its sectors and membership. We are trying to be relevant, active and fit for purpose, providing real support, guidance and leadership to those within the Local Government Service Group. A massive 'thank you' is owed to all the members, activists and officials who work so hard for UNISON, in incredibly challenging times, across the Service Group. The election of the Conservative government in Westminster has already proved to be as damaging as we feared to public services and the welfare state and we hope that forthcoming elections will demonstrate public discontent in all the UK nations with its unnecessary cuts regime.

We will continue to support all your efforts on behalf of our members and the services they provide. The future of our members' livelihoods, local government and public services is at stake, and we will continue to fight to ensure that UNISON remains a well organised, active union, that makes a real difference to people's lives.

**Glen Williams**

**Heather Wakefield**

**Jon Richards**

## 2. Local Government Service Group Executive

### 2.1 Review of Timing and Format of Future Conferences

In 2015 the Local Government Service Group Executive (SGE) concluded its review of the timing and format of future Local Government Conferences.

A motion carried at Local Government Conference 2014 instructed the Service Group Executive (SGE) *“to investigate, with Regions and Branches, the pros and cons of changing the timing and format of Local Government Conference and report back on this to LG Conference 2015.”*

An interim report was made to 2015 Conference, but the SGE wanted to survey far more branches and activists. This was done by surveying attendees at Conference in 2015. The survey explored attitudes to various areas and possible options:

- Submission of motions – how to encourage more branches to submit motions
- Branch registrations – how to ensure that all branches send full delegations
- Moving the timing of conference – would it be better held at a different time of year, possibly alongside another Service Group Conferences? Would this make facility time for delegates more or less of an issue?
- The balance of conference sessions – between debates, guest speakers and presentations
- Venues
- Fringe meetings
- The Unizone

The SGE has maintained that the only changes that should be enacted are those which would improve branch participation in Local Government Conference.

The responses to the survey made clear that there was very little support for changing the various aspects of the timing and format of Conference that were put to participants: having more or fewer guest speakers, having more or fewer presentations, having more or fewer fringe meetings, moving Conference to a different time of year, moving Conference so it is held alongside Health Conference, making Conference shorter, using different venues. The SGE therefore decided that no fundamental change to the timing or format of Conference should be made.

However, the SGE also confirmed that it would continue to monitor issues which clearly have an impact on branch participation at Local Government Conference, including the increasing problems with facility time, identifying low-paid women delegates to attend, further publicising motion submission deadlines and processes, motion writing training, and building confidence among new delegates.

### 2.2 Local government finance

In 2015/16 UNISON branches faced the fifth year of the largest programme of cuts to local government budgets in living memory.

#### Scotland

General Resource (Revenue) Grants provided by the Scottish Government to local councils stood at £8.149bn in 2010/11 and at £6.873bn in 2015/16. Part of the reduction is due to the Police and Fire Service being reclassified from Local to Central Government expenditure.

In Scotland councils continue to face an annual ultimatum from the Scottish Government to freeze Council Tax and to agree to other financial commitments or face the loss of even more resources. Council Tax was frozen for the eighth consecutive year.

#### Wales

In Wales the money councils receive from Business Rates and the main Revenue Support Grant (this is known as Aggregate External Finance or AEF) was reduced to £4.125bn in 2015/16. This is £0.248bn below the £4.373bn set in 2013/14. Many local authorities decided to increase Council Tax levels to offset financial pressures and on average Council Tax rose by 4.3%.

#### England

According to the National Audit Office (NAO), local government in England faced a reduction of 37% in central government funding between 2010/11 and 2015/16. Councils in England were again put under considerable pressure to freeze their Council Tax in return for a 2015/16 Council Tax Freeze Grant of just 1%. 20 county councils (2014/15 – 15), 31 police and crime commissioners (2014/15 – 32), 54 district councils (2014/15 – 65), 25 unitary councils (2014/15

– 26), 19 metropolitan councils (2014/15 – 13) and 23 fire authorities (2014/15 – 19) rejected the 2015/16 council tax freeze grant.

### **Northern Ireland**

In Northern Ireland the number of district councils was reduced from 26 to 11 from 1 April 2015. District councils in Northern Ireland continue to levy domestic rates and non-domestic rates as well as receiving government grants and income from fees and charges. Councils are legally required to set (the technical term is strike) the district rates (the domestic rate and the non-domestic district rate) no later than 15 February each year. The level of rates will be estimated in order to adequately meet the financial needs in the next financial year.

### **Support for Regions and Branches**

The Service Group has continued to work with branches and Regions to develop and extend the ability of branches and Regional staff to 'engage' with councils' finances in order to be able to reduce the impact of cuts and bargain more effectively. Regions have been offered training and support for branch officials and regional staff tailored to meet their needs. Regional Heads continue to have access to and use a national 'financial commentary' service on individual council finances.

### **Examples of Success**

In one instance, financial advice - combined with a political and industrial strategy-prevented the implementation of cuts to terms and conditions valued by the employer at £5m. Another intervention resulted in the release of more than £13m in revenue resources into the council budget over four years and, according to the branch Chair, this saved both the library and museum service and resulted in proposals to privatisate social care being dropped.

### **2.3 SOS Campaign and Cuts – including redundancies**

UNISON's Audit of Austerity was published in May 2015. The report provides a detailed examination of the consequences of the unprecedented squeeze on funding that, since May 2010, has had such a dramatic impact on local public services in England and the people that provide them.

The Audit shows how the story about the cuts isn't simply about the reduction in government funding and councils getting less cash, it is also about that cash cut happening at the same time as councils faced rising costs, increasing demand for their services and extra responsibilities yet without the funds to pay for them.

The most deprived areas are being hit hardest and it is no surprise that Sir Amyas Morse, Comptroller and Auditor General at the National Audit Office, warned that government ministers did not fully understand the implications of their actions and were making irresponsible decisions. "If you're going to do radical surgery it would be nice if you knew where the heart was. You're slightly more likely not to stick a knife in it by mistake."

Councils have adopted a host of approaches to deal with the financial crisis. At one end of the spectrum they have made straightforward efficiency savings, and eased budget gaps by increasing income or reducing spending without any impact on services. But at the other end of the spectrum local services have disappeared from some communities. By the end of 2014 many libraries (467), police stations (361), children's centres (578), public toilets, fire stations (33) over 300 youth centres, 10 museums and many swimming pools had all closed. One in five streetlights is now turned off or dimmed at night.

A few examples of the jobs that have gone are 5,000 library staff, 1,500 trading standards officers, 1,732 fire service support workers, and 2,000 youth workers.

The Audit details the heavy price paid by council and school employees under austerity. For every 208 people who worked for a local council in England and Wales, in April 2010, only 158 did so in April 2014. In England 406,900 permanent and 92,500 temporary or casual jobs working for the local council disappeared between Q2 2010 and Q2 2014. Some of that reduction is due to the conversion of community schools to academies or because services have been privatised.

Since the publication of the Audit, the Save Our Local Services (SOS) campaign has focussed on supporting activists to campaign against cuts locally, encourage members to share their experiences of cuts and increase its online presence.

In January 2016, UNISON updated the SOS pages of the website and renewed its efforts to build a campaigning community on social media, including creating a Twitter profile exclusive to the SOS campaign. The updated website includes a new blog, with a mixture of posts from members about the impact of cuts, branches on campaign activities and from activists on lessons learned from successful campaigns. There is also an area for members and the general public to tell UNISON about their experiences of cuts, which has become popular with website visitors and will feed into SOS campaign's activities and publications.

The SOS campaign is also publishing a toolkit for activists, dedicated to campaigning against local

government cuts. It covers the whole campaigning process, and includes information on local government structures and finance to support activists and members in the Local Government Service Group when challenging councils on their decisions around cuts to services.

In the summer of 2016, the SOS campaign will concentrate on collecting data to support the publication of the next Damage report in the autumn. This report will examine the impact of social care cuts on older people. The project aims to encourage activists to use the report's findings to recruit and organise social care workers, as well as raise media and public awareness of the impact of social care cuts on workers as well as service users. The report will examine the impact of cuts to social care services through the experiences of workers and service users and will also look to highlight the knock-on effect of social care cuts on the NHS.

## 2.4 Privatisation and Service Delivery

This year has seen a number of councils looking at different ways to balance their budgets, against a background in which outsourcing is increasingly unpopular - not only with the public - but also with an increasing number of decision makers.

One area where there is a slight growth is in Public Service Mutuals (PSM). These "mutuals" are designed to spin-out public services to new organisations that sit outside of council ownership. However, after three years these new vehicles will have to compete with the private sector. PSMs can take many forms, but the two most popular are minority, employee-owned mutuals and social enterprises. Last year we reported on UNISON's Birmingham branch fighting proposals to outsource 1700 people from adult social care into a social enterprise. This proposal was defeated as the elected members of Birmingham were convinced by UNISON's arguments.

Other councils are also looking at these new models. The London Borough of Lewisham is close to privatising its youth service to a mutual, Neath Port Talbot its home care service and the London Borough of Croydon has gone live on a schools support mutual. There are others currently being discussed across the UK. York now has a libraries mutual and Knowsley a youth mutual, along with Kensington and Chelsea. Northamptonshire County Council is pressing ahead with the entire outsourcing of the council, reducing the directly employed workforce from 5000 to 170 employees. Part of their proposals is to create a 'Children's Mutual' – though details are strangely patchy. Salford launched an adult social care mutual with 375 staff and nearly £11m worth of services in 2015. Scotland, Northern Ireland and

Cymru/Wales seem to be less convinced about PSMs. However, recently developments in Cymru/Wales with the mutualisation agenda gaining voices within the co-op movement against a background of budget cuts may, post-Assembly elections in May, push this agenda forward.

A combination of social impact bonds and other forms of social investment are continuing to be used by "alternative providers" - all of which mean more private funding to support public service delivery, with more organisations benefiting from the Tories' Social Investment Tax Relief. Most concerning is the growth of Community Interest Companies (CIC) Limited by Shares. Some of these don't have meaningful "asset locks" and are really private structures using the CIC form as public relations.

There are successes such as Birmingham libraries service which was going to be turned into a mutual, but through the hard work of the branch, this proposal is now paused. UNISON is at the forefront of resisting this form of privatisation. Unfortunately with the continued austerity agenda, more outsourcing to PSMs will be proposed. UNISON needs to be ready to challenge the plethora of positives, while the negatives – three-year contract, forced mutualisation and yet more two-tier workforces along with the abandoning of national bargaining, is absent from the proposals.

Another growth area is among local authority trading companies. These entities are usually limited by shares where the council is the only shareholder. Regrettably the staff are usually the first to see their take-home pay slashed. Bolton Council is currently one of the worst examples of where this is happening. Nearly 400 FTE staff will lose from 8% to 13% of their current take home pay, 79% of them are women. UNISON is currently in negotiation with Nottinghamshire County Council over a proposal to create a 1000 employee strong adult social care trading company.

UNISON remains at the forefront of fighting privatisation by providing guidance and training, resources and analysis of business plans. An online knowledge base was launched in December to enable branches and regions to access key information on challenging PSMs. A new pastel guide will shortly be published.

We have continued to advise branches and regions dealing with a whole range of service changes including trading companies, co-ops, mutuals, social enterprises and shared services. We will continue to engage with the Co-operative Councils Innovation Network (CCIN) to encourage honest and realistic dialogue between unions, employee and users about in-house services rather than this new model of outsourcing.

Any branch, including those outside of the Co-operative Councils Innovation Network, can contact the Local Government Service Group for help and advice should their council propose that services be handed over to public service mutuals.

## 2.5 Recruitment and Organising

At the time of writing, there were around 629 thousand members in the Local Government Service Group across the UK.

UNISON recruited 62,167 new members in the Local Government Service Group in 2015. Unfortunately this number was significantly down on the figure for 2014, and in 2015 the number of new joiners was outstripped by the number of leavers: 92,680.

These figures are not surprising given the huge cuts in funding which branches continue to be subjected to, and while they are disappointing, the recruitment figures are a tribute to Branches and Regions, who in 2015 continued to do their utmost to recruit, organise, negotiate and campaign to keep our union as strong as possible in local government. Without your efforts, the situation would be far, far worse.

Of the Local Government members who joined in 2015, 35% are schools members, and 22% work in the private sector. Of the members who left the union in 2015, 32% were from schools and 14% were private sector members.

At the time of writing, UNISON had a little over 9,700 stewards in the Local Government Service Group; 2,600 health and safety reps; and 5,700 workplace contacts. The gender split of these groups is interesting. 42% of our health and safety reps, 54% of stewards, and 80% of workplace contacts are women. This supports the view of the Service Group Executive (SGE) that we must do much more to encourage members to become workplace contacts, as a first step in trade union activism, as this is much more likely to produce positive results among our women members. But we must also assess what we ask workplace contacts to do and how we develop them.

The SGE's Recruitment and Organising Working Group met regularly in 2015. It heard from colleagues in various parts of the union about recruitment and organising work they are engaged in, so as to consider best practice; and it developed a plan for ensuring that our recruitment and organising work in local government is closely related to our campaigns on pay, the living wage and earnings. This included making the recruitment message central to our pay materials, emphasising terms and conditions, producing occupation-specific materials so as to build on local government workers' professional identity,

reviewing and updating recruitment materials, developing a training module focused on pay campaigning, 'smarter' use of social media, and building on the results of the Service Group's survey of members.

Attacks on facility time continue to be the primary threat to Local Government branches' ability to organise. Much of the Service Group's work on facility time in recent months has focused on the Government's Trade Union Bill – in particular its attacks on facility time and DOCAS.

The Service Group has lobbied local authorities to oppose the Bill, and used the media and social media to promote authorities' opposition to the Bill; worked with the NEC on parliamentary lobbying around the Bill; assisted with the production of briefings on facility time and other aspects of the Bill; worked with the Local Government Association (LGA) Labour Group to promote opposition to the Bill and put out regular messages to Labour Councillors updating them on the campaign; and worked with Regions to gather employers who are prepared to speak up against the Bill – including councils of whatever political control.

In the devolved nations, the campaign has a slightly different complexion, with the devolved administrations seeking to demonstrate that, as the Bill interferes with the operations of devolved services like local government, the Bill itself should not be considered 'reserved' – and hence may not be enforceable.

Beyond the Trade Union Bill, discussions have taken place with the Strategic Organising Unit and the Fighting Fund about resourcing branches which have experienced cuts in facility time. This work is the responsibility of the NEC's Development and Organisation Committee but the Local Government Service Group has contributed to these discussions and will continue to do so. There will be a strong emphasis on the Fighting Fund, with the number of organisers trebling so as to help resource under-strength branches.

## 2.6 Equalities

The Local Government Service Group has continued to assist branches in using equality legislation and principles to challenge cuts to jobs, pay, terms and conditions, and proposals to change how services are delivered. We continue to advise branches that employers should carry out Equality Impact Assessments (EIAs) to demonstrate that they have shown "due regard" under the General Equality Duty and to assist them in doing so.

We also advise branches that NJC guidance advises authorities to have regard to equality standards and

use the Equality Framework for Local Government (England) and the Equality Improvement Framework (Wales), both of which promote EIAs. It is the experience of the Service Group that most authorities are conducting EIAs on changes to terms and conditions of employment, thanks to the efforts of the Local Government team, branches and Regions.

Last year we carried out a survey with the Labour Research Department based on a Freedom of Information Act request to councils to get a picture of the employment of black workers in local authorities. This is information with the LGA no longer collects and UNISON believes is vital to our work in branches, Regions and NJC level. The report based on the survey will be published before Conference.

We continue to work with the Self Organised Groups and National Young Members Forum to gather information on the impact and extent of cuts to jobs, pay and conditions in local government in order to publicise and monitor the impact cuts are having on protected groups. As part of this work, the Service Group continues to encourage branches to:

- Use UNISON's report 'Fighting the Cuts, Protecting LGBT Local Government Workers and Services' as a tool in local government pay negotiations and to defend those jobs that are undertaken by properly trained staff delivering specialist local LGBT services
- Use research, the Challenging Racism in the Workplace toolkit and the Race Discrimination Claims Protocol to challenge discriminatory employment practices where they are identified in Local Government Service Group sectors/ employers that disadvantage black workers
- Promote the findings from The Damage report 'Counting the Cost' to highlight the disproportionate impact of cuts to services on women
- Continue to campaign for cumulative impact assessments to be carried out on the affect of local government cuts on disabled employees
- Use UNISON's Equalities in Procurement guidance as a tool when negotiating with employers on proposals to change the way services are delivered. The guidance looks at the Equalities Framework for local government, branch action and gives examples of equalities clauses in procurement agreements.

The Local Government and Self Organised Groups Liaison group continues to meet twice a year, so that the Service Group Executive and Self-Organised Groups can discuss developments relating to equalities in local government, and practical measures to improve the way we represent, organise and campaign on equality issues.

### 3. Local Government Pension Scheme

#### LGPS - England and Wales

Since April 2015 members over 55 have had the option to leave the LGPS and after incurring significant charges and tax take value of their benefits as cash. The demand for this has proved lower than originally feared. We continue to monitor take up of so called 'pensions choice'.

In April members in the LGPS saw their National Insurance Contributions increase when the new State Pension came in. UNISON's Pension Unit provided detailed briefings and pension news to all activists showing the affect, recommending that those in financial hardship should reduce their contributions using the 50/50 option rather than leaving.

The Consumer Prices Index (CPI) was -0.1% in September 2015 which means pensions and deferred pensions did not increase in April and CARE accounts for 2015/16 were slightly reduced. The government was called to account as UNISON persuaded the shadow treasury team to force a debate and division in parliament. We continued to point out the flaws in CPI.

UNISON pushed for changes in the provision of ill health retirement and we hope that we are in the process of removing the penal tier 3 ill health provision in England and Wales.

Costs are the key driver for many employers in the Education, Voluntary and Housing sectors. UNISON dealt with an increasing number of employers seeking to find ways to take their staff out of the LGPS. UNISON is pushing hard to bring in greater protection for those being outsourced by introducing New Fair Deal.

1 April 2016 is the Valuation date for the LGPS funds and the LGPS in England and Wales. The fund valuations will determine employer contributions. UNISON is working to challenge key assumptions of the funds actuaries where we feel they exaggerate the cost and are too prudent. There is also a separate Valuation at Scheme level for calculating the cost of the LGPS for cost sharing purposes.

The government driven by the Treasury required LGPS funds to submit proposals to create larger investment pools (called British Wealth Funds) by combining their assets. LGPS funds were asked to come up with plans to create larger scale investment pools worth a minimum of £25 million per fund;

creating around 5 or 6 pooled funds across England and Wales. A new set of investment regulations were also issued in the autumn. These had some good points, but also proposed to give unprecedented powers to ministers to intervene in investment decisions and restrict funds from making investment decisions that conflicted with government policy. UNISON responded to the regulations expressing concerns that the new regulations did not meet the principle of investing in the best interests of members.

Over the last year we have built and established a new structure within UNISON to match the governance changes that have been put in place at a fund and national level within the scheme. In England and Wales, and Scotland a new Scheme Advisory Board has been established, along with boards at a local level. There are now just under 200 UNISON activists recruited and trained by us sitting on the 100 funds across the UK. To support them we developed a new website for LGPS board members. [www.capitalstewardship.org](http://www.capitalstewardship.org).

The England and Wales LGPS Scheme Advisory Board (SAB) was officially constituted in the autumn of 2015 with the appointment of employer and employee representatives, most of who had been on the shadow board. There was a reduction down to three non-voting seats for other stakeholders, which reduced the power of vested interests.

Last year the SAB worked on a range of issues including looking at how to reduce deficits, monitoring the costs of the scheme and working on the British Wealth funds. It collected the constitutions of the LGPS fund boards with a view to seeking to make funds comply with legislation and the SAB good practice guidance. The SAB also discussed a project to open up the transparency of investment costs, including fees paid to investment managers. UNISON had been pushing this for some time as the scheme is undermined by hidden charges

#### LGPS - Northern Ireland

Following the schemes changes in April 2015, NILGOSC has now established a new Governance Board and UNISON NI has secured a seat. The one Northern Ireland LGPS fund will have its Valuation date at 1 April 2016. UNISON will monitor the assumptions that will be used for the Valuation and work for greater transparency of the LGPS NI Fund.

## **LGPS – Scotland**

New governance arrangements were implemented for the Scottish Local Government Pension Scheme. Only unions are represented on the employee side of these structures, with UNISON represented on every pension board. The Scheme Advisory Board in Scotland (SAB) is a joint body and UNISON holds the post of Trade Union Side Secretary. All UNISON representatives have been trained and participate in a pension's network along with branch pension champions. The first annual pensions seminar under the new arrangements was held in 2016 October.

There was a scheme valuation this year that set a reasonable employer cost cap and confirmed that the assumptions that underpin the 2015 scheme are sustainable. Work is underway on improving data transparency, including investments. This will lead to a review of pension fund structures. The investment regulations changed to give greater flexibility on infrastructure investment, an issue that the Scottish Parliament's Local Government Committee reported on this year. Another barrier to better investment practice was a narrow interpretation of fiduciary duty and SAB is working on new guidance. In the interim, UNISON Scotland published its own briefing and worked closely with campaign groups on environmental and social issues.

The SAB issued guidance to funds on so-called 'pensions choice'. So far, it appears that there has been limited damage to the scheme through transfers out. There have been regulation changes to reflect the equal marriage provisions of the Marriage (Scotland) Act and work is progressing on a number of other changes to the benefit regulations.

There is a dedicated UNISON website ([www.pensionsscotland.org](http://www.pensionsscotland.org)) and a regular Scottish Pensions Bulletin.

## 4. Education and Children's Services

Education was a major political issue across the UK in 2015/16 with new policies and funding cuts or freezes across the UK. UNISON was involved at all levels: protecting services, defending members and organising in workplaces. Detailed reports on Schools, FE and 6<sup>th</sup> form, Ofsted and Careers can be found elsewhere in this annual report.

### Funding

In England the new government re-affirmed that they would freeze funding in schools. Increases linked to pensions and national insurance contributions and other costs will mean that schools will have a real terms reduction in spending of between 8-12% up to 2020. Following the budget in March, the Department for Education published a consultation paper on the development of a national funding formula for schools in England. The initial consultation set out proposed principles of a new formula, avoiding identifying areas that were likely to lose funding. The paper also set out proposals for removing the Education Services Grant, which is paid to local authorities to fund services to schools. This would result in a £600m funding cut. The consultation proposals would also remove the local authorities from allocating school funding and school improvement. Whilst there are inconsistencies in the current formula, these proposals are an ideological attack on the role of local authorities and democratic accountability of schools. They would cut funding to many of the more deprived areas of the country and could result in further cuts in areas that have already been hardest hit by austerity.

Funding cuts in Northern Ireland saw a 15% reduction in the schools budget. This along with school closures and mergers has seen cuts to jobs in cleaning, classroom assistants and other posts in schools. The cuts along with an uncertain future also saw the five Education Boards leaving many posts unfilled at their head office, although UNISON branches have been trying to get these posts filled.

In Scotland it is forecast that by 2020, public spending as a whole across Scotland will be 12.5% lower in real terms than in 2010. On top of cuts by the UK government decisions made in by the Scottish government mean that local authorities are bearing the brunt of these cuts and 2016 will see another real terms cut of £500m as a result of increased costs from changes to national insurance and the council

tax frozen from another year (9 years in total).

Along with agreeing to freeze council tax, funding for local government requires local authorities to maintain teacher numbers and provide places for probationary teachers this means that unison members working in education (classroom assistants and school librarians in particular) have been targeted for job cuts. As well as job cuts, ongoing work supporting members in schools has focused on negotiating guidance on the administration of medicines in schools and dealing with violence in schools.

**School funding in Wales fell by 1% in 2015. This represents the first fall in funding for a decade. Pupils in Wales continue to be underfunded compared to their English counterparts and UNISON is campaigning for an increase in the funding settlement for Welsh schools.**

We have again seen severe cuts to children's centres budgets in 2015. UNISON has continued to mount campaigns to protect staff and services across the UK.

Funding continued to be an issue in FE with part time provision suffering in particular. However after joint campaigning involving unions, parents and the sector, both the English and Welsh government stepped back from further budget cuts for this year.

### Early Years

Northern Ireland saw the conclusion of negotiations on nursery nurse job evaluation. This saw an offer to buy out historic terms and conditions in return for a lump sum. Nursery assistants can stay on the historic agreement with protection to pensions and pay. Some issues remained outstanding and UNISON Northern Ireland recommended to members that they should not do additional voluntary duties until these were sorted.

The Scottish Government published its response to the Early Learning and Childcare and Out of School Care Workforce Review. A key recommendation was that a strategic group should be set up to oversee a long-term vision and development plan for workforce reform. The Government has set-up the Workforce and Quality Group to carry out this work on which UNISON is represented.

In England the Minister for Early Years, Sam Gyimah announced in December that he intended to publish a

workforce strategy for early years staff in England in 2016, but this had not appeared at the time of writing this report. The Childcare Bill received Royal Assent and will extend free childcare places for three and four year olds to 30 hours for working parents in England. UNISON generally welcomed the expansion, but expressed concern at the change in focus from supporting disadvantaged families and improving educational achievement to just supporting parents back to work. The government also conducted a call for evidence into early education funding. UNISON's response focussed on the need to protect the maintained sector and provide a proper wage and career structure.

The government in England dropped requirements that all staff starting level 3 qualifications require GCSE English and maths. This will now become an exit requirement if staff is to count towards ratios. UNISON welcomed this u-turn as it had caused a collapse in student numbers starting level 3.

The government is currently consulting on amending guidance on keeping children safe in education, focussing on online safety for pupils. They are also consulting on extending the right for parents to request 'wraparound' and holiday childcare. The high profile collapse of both Kid's Company and British Association of Adoption and Fostering has highlighted the dangers of transferring vital services for children to the voluntary sector. In both cases, the maintained sector has had to take responsibility for services at very short notice. In both cases staff was terminated without consultation and we are pursuing cases for compensation.

## Legislation

The Trade Union Bill had some implications for education, potentially UK wide, although subject to challenge by devolved nations and subject to heavy attack in the House of Lords. In addition to a 50% minimum turnout on industrial action ballots the bill proposed an additional threshold for essential public services: a requirement for a 40% yes vote of the total number of people being balloted. The original proposals covered all staff in schools and 'ancillary services', however after consultation these categories were dropped, leaving only Teachers and Head teachers /Academy Principals in schools affected. UNISON played a key role in the government changes, sending in detailed consultation response and raising concerns with officials pointing out impracticalities and loopholes. Unfortunately in early 2016 the government decided that the provisions on removing DOCAS/Check off should be extended to FE and HE. UNISON continued to fight the bill at all levels.

In England the **Education and Adoption Act 2016**

was passed in March. This stole more powers away from schools and local authorities, handing them to the Secretary of State for Education and Regional Schools Commissioners. Of particular concern are the powers given to them to intervene using a new definition of 'coasting schools'. Such schools can now be forced to become academies (and coasting academies forced to join another) multi academy trust. As part of this process the government took away rights to consultation that parents, staff and others previously had. Throughout the Bill UNISON worked well with a coalition other unions, parent groups, governors and faith groups. Our lobbying saw the government introducing some minor amendments in the House of Lords. However our main proposed amendments seeking to re-introduce consultation rights were narrowly defeated. On the 17<sup>th</sup> March, Nicky Morgan, Secretary of State for Education, launched a new government White Paper for England **Education Excellence Everywhere**, building on announcements made in the Budget the day before.

New proposals are wide ranging: force every school in England to become an academy by 2022 and take away many responsibilities for schools from local authorities; make sure most of these new academies are part of Multi Academy Trusts; produce new accountability measure and league tables for Multi Academy Trusts; give additional powers on school improvement to regional schools commissioners; remove the requirement for parent governors; replace Qualified Teacher Status and review other aspects of teacher training and CPD; transform Ofsted inspection criteria; streamline admissions objectives; reform alternative provision; and publish a strategy for improved careers provision.

UNISON has major concerns about these proposals, which are based on ideological dogma and will erode local accountability and community involvement in schools. The proposals in the White Paper and the need to redesign the legal framework for academies will form the basis of another Education Bill later this year. This follows the recently passed Education and Adoption Act 2016, which now gives the government powers to force schools that they define as 'coasting', to become academies. UNISON will campaign against the malign aspects of the white paper with other unions, parents, communities and supporting organisations as we did on the Education and Adoption Act and strengthen our work around organising in academies.

UNISON Cymru/Wales has been preparing for the **professional registration of learning support workers** in schools and FE with the Education Workforce Council (EWC) on 1<sup>st</sup> April 2016. We now know that this will affect 28,000 employees of the education workforce in Wales, the majority of whom

work in schools. There has been a significant recruitment strategy, supported by four fighting fund organisers, in effect since September with the aim of educating, organising and recruiting learning support staff around the issue of their new professional accountability. Organisers and branches have spoken to 1000's of TA's, LSA's, Cover Supervisors, HLTA's and others about professional registration. Recruitment in participating branches saw a real boost thanks to the concerted effort in the schools sector, with 1446 new members recruited in schools between September and March - up by nearly 300 members compared to the previous year. A further objective of the project was to campaign for councils to pay the £15 fee that it costs to be registered with the EWC. We've so far achieved this in 11 out 22 of Welsh local authorities which are a considerable win given the financial pressures in local government.

The Welsh government issued a consultation document: **Supporting Learners with Healthcare Needs** (administration of medicines) in the Spring of 2106 which UNISON responded to. In addition, has been work going on around reforming Additional Learning Needs provision.

### **Careers**

UNISON has won a hard fought victory for workers in the careers service across the UK. Following a successful litigation against several employers UNISON has obtained £416,326 for 45 members relating to issues arising following TUPE transfers.

## 5. Sector Committee Reports

### 5.1 Protocols Agreed by the Service Group Executive

Early in 2016, the Service Group Executive (SGE) agreed three protocols to enact decisions made by the 2015 Special Local Government Conference. These protocols apply to all of the nine sectors within the Service Group, and they relate to various aspects of the way in which sectors should conduct pay negotiations and pay campaigns.

Prior to devising these protocols, the SGE had to consider instances where motions carried at Special Conference were in conflict. Where this was the case, motions that were prioritised in the Special Conference process were deemed to have more weight.

To help inform the development of the protocols, the SGE conducted a survey of all of the sectors.

The final protocols were circulated to Regions and branches in March 2016.

#### *Protocol on lay involvement in pay negotiations*

This protocol makes clear the Service Group policy that there is opportunity for at least one elected lay representative from the relevant UNISON Local Government Service Group sector committee to be involved in and/or attend discussions and meetings with members, representatives, officers or officials of local government employer/sector bodies on pay, terms and conditions.

In actual fact, the survey of sectors made clear that this is indeed already the practice in all of the sectors within the Service Group.

However, some sectors did outline potential issues which can arise with ensuring lay involvement in pay negotiations at sector level, and the new protocol lays down a series of rules governing what sectors must do when these situations arise, including changing meeting dates, and consulting sector committee members throughout the entire pay negotiation process.

#### *Consultation before suspending strikes*

This protocol concerns the Service Group policy that local government sector committees / the SGE must conduct a meaningful, clear and transparent consultation process on suspension of industrial action involving branches and regions/nations, by email if timescales are pressing.

The survey of sectors was very helpful, giving the SGE a clear idea of some of the practical challenges faced by sectors. These included the extremely short timescales that must be dealt with when employers make a last-minute pay offer, and the problems some of the smaller sectors have in ensuring effective communications with members.

The protocol reaffirms that the ultimate responsibility for deciding whether to suspend agreed industrial action rests with the relevant sector committee. The committee should meet to discuss such decisions. The protocol lays out a clear 'hierarchy' of what alternatives are permitted, should a physical meeting not be possible.

The protocol then makes clear that sector committee members must ensure that they are able to represent the views of the members in their Regions who they represent on the sector committee. Again, meetings at Regional level are the default way for such views to be canvassed, but if time or other practicalities make this impossible, email may be used, with Regions providing support.

#### *Informing branches before other agencies*

This protocol is intended to ensure that UNISON branches are advised of democratic decisions affecting them before any other agency is informed.

In the context of pay negotiations, examples of the democratic decisions referred to could include: the submission of a pay claim; the 'headline' report on how a pay negotiation meeting went; the decision whether to accept or reject a pay offer; or a decision to suspend industrial action.

The agreed protocol makes clear that sector committees must ensure that as soon as possible after such a decision has been taken, a circular is emailed to all affected branches. Until this happens, the decision should not be sent to other unions, the employers, put in a press release, posted online, or posted on social media. Once that email has been sent, those other agencies can be informed.

The protocol also reaffirms that Regions and branches have a responsibility to cascade this information to members, and also that sector committees have the right to lead the communications strategy for a given pay campaign.

The protocol also states that the rules are different when it comes to publicising the results of industrial action ballots, as this is governed by legislation.

## 5.2 NJC Committee

As agreed by UNISON's Special Conference, UNISON submitted an additional pay claim for the 2015/16 pay round in April 2015 seeking the FTE Living Wage as the bottom pay point and an equivalent flat rate on all other pay points. The Employers' refused to consider this additional claim.

The NJC Trade Union Side submitted the 2016-17 pay claim in June 2015 calling for:

- Deletion of NJC and all local pay points below the UK Living Wage (and deletion of GLPC pay points below the London Living Wage)
- Retention and protection of Green Book Part 2 terms and conditions
- Fair treatment for school support staff through a joint review of term-time working.

Despite pushing the other unions hard, we could not get their agreement to include UNISON's proposal to backdate the settlement date to 1 April 2015 in the claim.

In December, after arduous pay negotiations, the LGA made a final offer of a two year pay deal consisting of 1% on SCP 18 and above, with higher increases for the lower paid designed to ensure the Employers comply with the statutory "national living wage" set to start on 1 April 2016. As part of the offer, the LGA agreed to a joint review of term-time working but refused to meet our claim relating to terms and conditions. The offer represented a 2.4% increase on pay bill from 1 April 2016 – 31 March 2018.

Following a consultative ballot on the offer during January and February, which included the use of electronic voting for the first time, UNISON's membership rejected the LGA offer with 64% voting to reject and 35% to accept (1% of ballot papers were spoilt). Throughout the pay campaign, the Service Group produced leaflets, presentations, postcards and recruitment and organising materials along with FAQs to support the campaign for pay justice.

Following UNISON's members' rejection of the LGA's offer, in February, all three unions agreed to seek to re-open discussions with the LGA and seek an improved offer. After much discussion, the UNISON NJC Committee also agreed to seek permission from UNISON's Industrial Action Committee to ballot for all-out strike action.

All three unions agreed to explore the possibility of a single-year deal, but with certainty and firmer timetables for the proposed joint reviews of term-time working and restructuring of the Green Book NJC/ GLPC pay spines. Having consulted the GMB and Unite, it was agreed for the trade union side to

approach the LGA on this basis and the proposal was put to the Employers.

Towards the end of February, Unite's consultation ended with 87% of their members voting to reject the offer but by mid-March, results of the GMB's consultation showed that 90% of their members had voted to accept the two-year pay offer in a postal ballot. Unite has decided that it will only be prepared to take selective action, not all-out action. The NJC Committee on 5 April decided to proceed with its request to the Industrial Action Committee for an industrial action ballot.

At the time of writing, the LGA has refused the unions' proposal for a revised one-year deal with agreed timetables for implementation of the reviews of term-time working and the pay spine. We want a clear NJC agreement on term-time working to deliver fair, consistent and transparent pay and conditions. While over a third of current pay points will fall below the Chancellor's 'national living wage' by 2020, a majority of councils now pay the real Living Wage, employers will have to manage the impact of this on pay and grading structures, and pay differentials must be maintained to ensure equal pay for work of equal value. We are seeking clear commitments and timetabling for this work.

During the year, the NJC Job Evaluation Technical Working Group has continued to meet. It has produced a new Technical Note on market supplements expanding on the Green Book Part 4.9 guidance (paragraph 25.) A sub group is developing new NJC job profiles to complete the suite of social care job profiles to include para-professional and support roles to underpin a potential career structure. The sub group is also looking at public health roles, which have emerged from the transfer of staff to Local Government, and those that may have changed since the transfer. These profiles will include commissioning and training roles and health improvement roles for which NJC profiles are not available. It is anticipated this work will be completed in summer 2016.

The Service Group is updating the 2005 Trade Union Side guide to local government grading and pay to reflect developments in local government, equality law and key learning points. The new guide will include new sections on post single status equal pay auditing, introducing the real Living Wage and dealing with equal pay issues arising from restructuring and reorganisation and employer cuts to conditions. The Service Group will roll out training to support the launch of the updated Guide.

The 2005 edition of the NJC Green Book is also being updated to reflect statutory changes and new equalities legislation.

### 5.3 Scottish Joint Council

Pay continues to be the predominant issue within the Scottish Joint Council.

#### SJC PAY 2015/17

SJC Pay for the period 1 April 2015 – 31 March 2017 has been determined and agreed. The offer accepted by all three SJC Trade Unions was;

- For 2015/16 – Agreement across all councils of a Living Wage of £7.85ph
- The application from 1 April 2015 of a 1.5% uplift from a base of £7.85, thereby creating a Scottish Local Government Living Wage level of £7.97ph
- All other SJC employees to receive a 1.5% uplift in pay from 1 April 2015
- For 2016/17 – Agreement to apply the recommended figure of the Living Wage Foundation (announced in November, 2015)
- The application from 1 April 2016 of a 1% uplift in pay from this new base for the Scottish Local Government Living Wage
- All other SJC employees to receive a 1% uplift in pay from 1 April 2016

In addition to this, the employers have agreed to consider a flat rate element if the trade unions include it in their pay claim for 2017.

Branches have now been contacted to begin consultation procedures on a pay claim for 2017/18. As these negotiations will be taking place in the lead up to council elections, it has been decided to seek agreement with the other trade unions for a submission of a Joint Trade Union claim earlier than normal, around September time.

#### Job Evaluation

The SJC has now agreed the 3<sup>rd</sup> edition of the SJC Job Evaluation Scheme which is effective from 1 April 2016. This edition is accompanied by agreed transitional guidance and discussions and negotiations are ongoing in all local authorities to move towards implementation on an agreed basis.

#### HR Strategic Forum

The Forum continues to meet three times a year to discuss strategic issues not necessarily covered by the Scottish Joint Council and where we can explore joint working on issues of mutual concern. Areas covered include Integration of Adult Health and Social Care, Trade Union Bill, Fair Work Convention and Employee Wellbeing

### 5.4 Chief Officers & Senior Managers Committee

#### Pay

In January 2016 Joint Negotiating Committee (JNC) unions (UNISON and GMB) submitted a pay claim for 2016-17. The headline claims were for a substantial real terms increase on all Chief Officer pay scale points and salaries and associated allowances, applied to all Chief Officers covered by the JNC (ie no “cap” or arbitrary ceiling above which members receive no pay increase); and a joint working party on workloads and stress with a genuine commitment to producing joint guidance.

The Employers responded with a pay offer as follows:

- 1% on basic salary with effect from 1 April 2016
- 1% on basic salary with effect from 1 April 2017
- Agreement to a joint working party to produce joint guidance on workloads and stress (this element was firmed up following negotiations).

The Chief Officers and Senior Managers Committee consulted members on the offer, recommending that they accept it. 88% of members voted to accept the offer, with GMB returning a similar result, and so the offer was accepted.

#### Workloads

A UNISON survey of Chief Officers and Senior Managers (members and non-members) on workloads and stress was conducted in 2015-16. The full results were being analysed at the time of writing, but headline findings suggest that almost a third of Chief Officers and Senior Managers work 10 or more hours on top of their contracted hours in a typical week. In other words, nearly a third regularly give their employer an extra 25% of working hours, unpaid.

#### Disciplinary procedures

In 2015, the Department for Communities and Local Government (CLG) announced a sudden change in the procedure for dealing with potential dismissals of chief executives and senior officers. A new Panel would replace the requirement for a Designated Independent Person (DIP), further bureaucratising disciplinary processes for chief officers and leaving open the possibility of political interference. UNISON met with the other unions and the Local Government Association (LGA) to discuss our concerns about this change, the LGA has also written to CLG to express their dismay at the rushed way in which this change was made, without consultation.

## Recruitment and organising

UNISON recruitment initiatives, including emails to all senior officials in councils and a recruitment video featuring members, were due to be launched in spring 2016.

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## 5.5 Youth & Community Workers Committee

### The future of the Joint Negotiating Committee (JNC)

In December 2015, the Employers wrote to local authorities to inform them that they intended to wind up the JNC, and move those workers currently on JNC Pink Book terms and conditions onto the NJC Green Book. Their intention is to conduct the next JNC pay negotiations as normal; the pay settlement is due on 1 September 2016 and the Employers clearly intend the JNC to cease to exist from 2017 or 2018.

UNISON has policy to move to a single bargaining group for Local Government; but also to defend the JNC, providing UNISON has fair representation on it. The Youth and Community Workers Committee has so far been involved in the campaign to defend the JNC, emphasising that whatever happens in the future, it is vital that the youth work profession is protected. The JNC currently has an important role in ratifying youth work qualifications, and this work must be retained. The Service Group has conducted background research on the different sets of pay and conditions used by local authorities for youth workers and youth support workers, so that we are fully prepared for the campaign and negotiations.

### Cuts and service delivery

Local authorities continue to make massive cuts in youth service budgets, as well as allowing them to be swallowed up in broader restructured local authority functions, with the effect of removing the very specific role and benefits that youth services provide. In addition, a number of local authorities see youth services as prime candidates for experimenting with new forms of outsourcing, like "employee led" mutuals, and the Service Group has continued to support Regions and branch as they campaign against such moves and seek to defend members' jobs, pay and conditions.

At the time of writing, the Service Group was preparing a major piece of research into the extent and impact of cuts in youth services, as part of the 'Save Our Local Services' campaign. This will build on the last such report UNISON produced, in 2014.

UNISON has continued to play an active role in the

Choose Youth campaign, supporting local activities in defence of youth services, lobbying politicians, and seeking to broaden the alliance to defend youth services to include voluntary sector voices which until recently have been more reluctant to participate in anti-government campaigning.

## Cymru/Wales

In Cymru/Wales, in 2016 the Welsh Government launched a consultation on proposals for the registration of youth workers with the Education Workforce Council. UNISON responded offering some support to the proposals, insofar as they help protect the status of youth workers and youth support workers as an important profession; it is hoped that the proposals will contribute to the protection of proper youth services. However, we also made clear that the registration fee should be paid by employers, as otherwise it will be regressive and unfair and will be disincentive for people to enter the profession. If employees are forced to pay, a pro-rata rate for part-timers is essential.

The Welsh Government has established a Youth Work Reference Group with representation from key stakeholders, including young people, which will report to and advise Ministers. UNISON sits on the group.

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## 5.6 Shadow Schools Committee

The Schools Committee met four times during the year and held a very successful UK seminar in Cardiff. The union recruited large numbers of new members in schools in 2015/16 however, during the same period there was also an increase in redundancies. We conducted a mass survey of the schools membership on cuts and workload to prepare the ground for a wider campaign on these issues

UNISON's annual support staff celebration day (Stars in our Schools) took place on the 27 November and was a big success with lots of activity across the UK. The committee also continued its successful approach of focusing on professional as well as terms and conditions issues. Working with other partners we prepared the way for the publication of the Teaching Assistant Standards (England) later in the year. In conjunction with LAOS the committee oversaw the promotion of workplace CPD and training opportunities for school members.

Our Living Wage in Schools campaign continued to grow with agreements covering over 50% of school employers in the UK, including some of the largest national multi academy trusts in England. In addition we continued looking for strategically important legal cases to take to highlight the unfairness of forced term time contracts in schools.

## **Academies – England**

The committee oversaw national negotiations with over 30 of the largest multi academy trusts and systems put in place for the involvement and oversight by schools committee members. In response to the government's announcement that it intends to force all schools to become academies by 2022 the committee focused on the strategic support that it can give to branches. New academy pages were created on the UNISON website with specific resources for branches to use for organising and for campaigning to defend local schools.

## **Northern Ireland**

Following their strike in the spring of 2015 members in schools continued to mobilise in their thousands to demonstrate their determination to challenge cuts in the education budget. Further industrial action was taken at the end of May on job cuts, cover in the classroom and delay in their pay rise. Throughout the year UNISON worked to protect members affected by school mergers and amalgamations and to defend catering, cleaning and school based staff against threats of privatisation.

## **Scotland**

The Education Issues Group in Scotland continued to press the Scottish Government for updated guidance on the administration of medicines in education and hopefully this will be issued later in the year. The group also engaged with the Scottish Government on strategies to manage and improve challenging behaviour in schools, although there has been very little progress in this area over the last year. Branches challenged cuts to schools budgets, although with £350million being cut from local authority budgets in 2016/17 it is getting more and more difficult to protect services and jobs. UNISON Scotland is very concerned that more councils are increasing term time only working for school staff, cutting school libraries, and technicians and reviewing pupil support services

## **Wales**

The priority for Cymru Wales over the past year has been preparing for the professional registration of learning support workers in schools and FE with the Education Workforce Council (EWC) on 1<sup>st</sup> April 2016. There has been a significant recruitment strategy, supported by fighting fund organisers, on the issue of registration. Recruitment in those branches participating in the project has seen a real boost thanks to the concerted effort in the schools sector. A further objective of the project was to campaign for Councils to pay the £15 fee that it costs to be registered with the EWC. We've so far achieved this in 11 out 22 of Welsh local authorities.

In addition, there was work on reforming Additional Learning Needs provision in Wales and a government consultation on new medical needs (administration of medicines) guidance.

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## **5.7 FE & 6th Form Colleges Committee**

### **Further Education**

#### **England**

The Association of Colleges made a 0% pay offer for 2015/16 with no commitments to paying a Living Wage; although they did recommend that local colleges could make a pay award if they were able to. UNISON wrote to colleges inviting them to make an additional award. Some colleges did so, but those that did not respond to our letter, responded negatively, made an offer not acceptable to members, or were included in the national dispute. UNISON balloted members at the start of 2016, with members voting 2 to 1 in favour of strike action and 4 to 1 in favour of action short of strike action. Consequently a one day strike was held along with UCU (who had previously taken a one day strike in the autumn of 2015) on the 24<sup>th</sup> February 2016. While there was strong support for the strike in some colleges, the overall action across the country was patchy. UNISON's FE committee were prepared to take further action. However the UCU FE committee decided not to take any further action and in light of this UNISON also decided not to pursue further industrial action and to begin discussions on next year's claim. The FE & Sixth Form Committee are planning joint campaigning activities on pay around the launch of a claim for 2016/17, to keep up the momentum.

In September the Government launched a document 'Reviewing post-16 education and training institutions', also known as 'area reviews'. These reviews of FE provision could lead to radical changes within the sector. Two initial waves of reviews were underway in early 2016 overseen by review groups made up of chairs of governors, local enterprise partnerships, local authorities, FE and sixth form college commissioners and regional schools commissioners. Unions are not on these local steering committees but have been involved in some meetings. At a national level, UNISON and UCU now attend the National Advisory Group.

#### **Scotland**

2016 was the first year of National Collective Bargaining for Support Staff in Scottish Colleges. The configuration of colleges reflects the recent regionalisation of colleges, reduced from 37 in 2011/12 to 20 incorporated colleges in 2014/5. Staff

numbers reduced by 9.3% in the same period. Following two all member ballots an agreement was reached on pay for support staff which provided for £300 or 1% (whichever the greater) which was in excess of Scottish Government pay policy. This was combined with a 35 hour week for all colleges, a minimum 27 days annual leave and two unconsolidated days leave for all in 2015. A linkage clause allows the agreement to be revisited should the EIS/FELA negotiations lead to an improved offer in the separate negotiating table within the NJNC. A work plan for the NJNC Support Staff has been agreed to work towards a unitary pay and grading structure and single set of conditions of service and a Pay Claim lodged for 2016.

UNISON had a seat on a Ministerial Taskforce on Governance which reported in March 2016. Amongst the recommendations will be a consultation on Trade Union seats on Boards and the implementation of a Staff Governance Standard which sets minimum standards for trade union engagement and individual employee rights in the workplace.

The UNISON FE Sector Committee held a very successful Policy Seminar in Edinburgh 15/16 March 2016. A political 'hustings' for the 2016 Scottish Parliament Elections saw a wide-ranging and probing debate on major issues in the sector: funding for pay and grading reform across the sector; harmonisation of terms and conditions; trade union seats on College Boards; a halt to the deterioration in student support services in the FE sector; and parity of funding with the Higher Education service. Beth Bickerstaffe (National Officer) and Nixon Todd (Chair UK Sector Committee) attended the seminar and shared sessions on national bargaining and the recent industrial action in England. Cross Border debate on the lessons from the Regionalisation process in Scotland and the Area Review Programme in England was very productive.

## **Wales**

Further Education has been hit hard by Welsh Government budget cuts, most of which fell on part time/adult provision. In an unprecedented act of co-operation the FE Joint Trade Union Officers and representatives from Colleges Wales met with the Ministers in the run up to the Welsh Government's budget setting. Whilst the end result does not protect the sector from inflation the final FE budget was protected for 2016/17 from further cuts.

The Joint Trade Unions received an offer of 1% from the employers in response to our claim for £1 an hour, which UNISON consulted on with results expected at the end of April. The Living Wage should be up rated across Wales as this was linked to a previous agreement.

All learning support staff will be required to become registered to the Education Workforce Council by 1<sup>st</sup> April 2016. A briefing has been sent to all members explaining the implications, particularly in respect of the Code of Conduct.

The Diamond Review which was originally just looking at HE, has now been extended to include the relationship between FE and HE. The review has had a focus on part-time provision which is important to our members. UNISON, NUS Wales and UCU have launched a joint campaign to raise the profile of part-time/adult provision following years of significant cuts.

The FE Wales National Contract will be implemented in all Colleges by September this year. The unions began negotiating a number of national agreements including a common pay spine for business support staff, and an agreement to limit the use of casual staff.

## **Northern Ireland**

UNISON forced the employers organisation the Association of NI Colleges of Further Education, to include reference to NJC terms and conditions in the recent pay settlement for support services staff. The employers have been seeking to introduce regional pay and conditions.

UNISON also made representations to the employers requesting that the Department of Culture and Leisure advises the Department of Finance that pay audits are not a prerequisite for payment of NJC awards.

## **Sixth Form Colleges**

Members voted to accept the 2015/16 pay offer of a 0.9% increase on the pay spine, the new scales applying from 1 September 2014. The agreement included additional increases for the lowest paid, which increased the cost of the award to 1% of the total pay bill. The settlement also included an agreement to review the national pay spine and pay and grading arrangements in colleges. The review will report its conclusions in 2016.

In March 2016 the Department for Education announced that Sixth Form Colleges could apply to become academies as part of the Area Review process. Preliminary guidance was sent to colleges on the potential implications for staff.

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## **5.8 Care Quality Commission (CQC) Committee**

UNISON, alongside the other recognised trade unions, have been involved in long and difficult negotiations with the CQC for the 2015/16 pay award. Positive outcomes were achieved over the consolidated pay award. All staff received a 1% pay

increase along with increases to all allowances and the organisation has made welcome steps on the path to becoming an accredited Living Wage employer.

However, for the non-consolidated award the CQC had decided that it would no longer link non-consolidated pay awards to performance ratings, following pressure from UNISON.

UNISON and the other unions first began discussing an alternative use for the non-consolidated pot with the CQC in October 2014. Following a survey of members at the end of last year's pay round we put forward proposals for a learning and development bursary fund which would be open to all staff, and would fund a wide range of personal and professional learning and development opportunities. It would not be restricted to the individual's current job role.

These discussions progressed well over a number of months and we got as far as agreeing a detailed draft policy which stated upfront that the "*CQC will use the non-consolidated pay award monies, currently calculated as 0.46% of the paybill, to create a bursary scheme*". Throughout these talks the trade unions repeatedly sought assurances that the CQC had cleared its plans with the Department of Health and we were told that they had.

However, late in 2015 the CQC informed us that it could not after all use the non-consolidated pot to fund a learning and development bursary scheme as the Department of Health had vetoed it. UNISON has vigorously protested this move and along with the other trade unions has triggering the dispute provision within our collective agreement.

Away from the pay negotiations UNISON has been recruiting more reps in order to boost the working and profile of the union in the organisation. We have recruited three new reps and hope to recruit five more new ones in the Newcastle CQC office.

UNISON are also leading the way on outlining a strategic vision for how future inspections by the CQC should be carried out. We shall be putting forward the view that more regard should be given to the working conditions of care workers when determining how improvements to care standards could be brought about.

## 5.9 Ofsted Committee

### Restructuring

Ofsted announced on 1 March 2016 that early years inspection services would be brought back 'in house' from 1 April 2017, having previously been contracted to Tribal and Prospects. UNISON had run a long campaign to try and bring services back 'in house'

and we warmly welcomed this announcement.

We will be working with Ofsted to assimilate these staff back into Ofsted pay and grading structures in the year ahead.

### Job Evaluation and grading

Work continues on the implementation of job evaluation in Ofsted. UNISON continues to sit on the grading panel and support members through the JE process.

### Pay

An offer within the 1% civil service pay envelope was made for 2015/16, giving consolidated flat rate increases of up to £410. The offer also included consolidation of substantial extra responsibility allowances into the pay points of inspector grades and a significant re-grading for senior childcare inspectors.

However, the offer reduced the period of paid maternity leave from nine months to six months to bring Ofsted back in line with civil service norms. Following consultation with members in Ofsted, the offer was accepted.

## 5.10 FSA / FSS Committee

The Sector Committee was granted permission to change its name in 2015 due to the creation of Food Standards Scotland (FSS). The Committee took the decision to stay together after permission was sought and granted from the Scottish Local Government Committee and the Local Government Service Group Executive.

The year has been somewhat challenging but UNISON remains strong in the FSA. In FSS the future is uncertain as the they have decided to de-recognise UNISON. Contract members employed by two contractors to the FSA and FSS have also found it to be a tough year. Through a joint bid with the Eastern and Yorkshire & Humberside regions along with the South & East Meat Hygiene branch, we were successful in recruiting a temporary Fighting Fund Area Organiser to do vital representation work against these difficult employers.

However, our main focus has been the challenges posed by the European Union (EU) review of official controls, known as 882/2004. The EU is lobbied relentlessly by industry interests as well as the UK government to deregulate the inspection of meat from independent and state employed meat inspectors and official veterinarians to plant employed, less qualified auxiliaries. This is bad for the consumer. The public do not want this change. We have been fighting hard to stop deregulation.

UNISON has worked with all political groups as well as UNISON MEPs to put the case for regulation. UNISON set out to achieve that food should be wholesome, independently inspected and that official controls in slaughterhouses should remain official. Due to funding from the GPF, we were able to be very effective and had everything written into the European Parliament's position we wanted.

Wholesomeness was entirely our idea, although referred to in one line in the introduction to 882/2004 and another line in another overarching piece of legislation, it had no reference in the articles of either regulation until our work. It means in regulation terms, meat that is free from disease or bacteria causing illness such as faeces impregnated skin, abscesses and tuberculosis lesions should be removed from the human food chain. This has almost been accepted by the European Council (EC)<sup>1</sup>.

Unfortunately, the EP amendments to Articles 2 and 4, requiring those performing official controls are independent have been deleted by the EC. UNISON believes this is fundamental to the performance of official controls. We have also been working on sections 7 and 8 of Article 15 which could give the Council of Ministers (COM)<sup>2</sup> wide ranging powers to change inspection procedures by implementing acts such as 'National Measures' which the FSA could use to deregulate.

As part of our campaigning strategy we worked with War on Want on the dangers of 882/2004 and the Transatlantic Trade and Investment Partnership (TTIP). Part of the work we did was to make a hard hitting video entitled 'Death on a Plate' which involved the Jamie Oliver Group and received thousands of hits. The video can be found by visiting [www.unison.org.uk/meat](http://www.unison.org.uk/meat)

UNISON also published an analysis of the EU's Food & Veterinary Office (FVO) audits of poultry slaughterhouses from 2010 to 2014 and a red meat version. The findings in both studies showed that the current regulations are not being enforced in some EU states. The reports looked at degrees of faecal contamination, training and supervision of slaughterhouse staff and the significance of the audit findings.

The conclusions were clear: more regulation is needed and not less. At the time of writing, we are awaiting the outcome of our efforts to stop some

parts of industry and our government getting their way. Our members remain very clear, deregulation is a danger to the food chain and the health of our nation.

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<sup>1</sup> The European Council consists of the Heads of State and Government of the Member States and is the official institution of the EU

<sup>2</sup> The Council of Ministers consists of the representatives of the Member States at ministerial level

## 6. Occupational Groups

### 6.1 Libraries and Cultural Services

Library services across the whole of the UK have continued to come under attack. Councillors in Fife planned to close 16 libraries whilst in Lancashire 40 of the 74 libraries there are at risk of being closed. Flintshire council is meanwhile proposing to cut its library budget by 30%. Over 100 UK libraries were lost in 2015, and at least 441 libraries have closed in the past five years. Another 149 are currently under threat.

UNISON branches have continued to be involved in fights to protect vital library services. Neath Port Talbot UNISON successfully led a community campaign to halt the closures of a number of its libraries whilst Lambeth UNISON is playing a leading role in a high profile campaign against proposals to diminish the library service in the borough.

Scotland UNISON released a report called "Read it and Weep" detailing the changes experienced by UNISON members in the library service. Just over a third of members are finding themselves working more than their scheduled hours whilst a majority believe that the service has worsened and they have failed to receive the necessary training.

UNISON has continued its work as part of the Speak Up For Libraries Coalition to try and save our public library service.

UNISON helped to organise another successful Speak Up For Libraries Conference in November 2015. Delegates were given the opportunity to put their questions and views to the Chief Executive and Chair of the newly established Leadership for Libraries Taskforce. UNISON members made it clear that they believe the taskforce main focus should be to reverse the trend of library closures and job losses rather than to meekly acquiesce to the Government's agenda of further budget cuts.

UNISON then worked with the coalition to organise a Parliamentary lobby in Westminster to protest against the attacks on our library service in February. The lobby was attended by around 200 library workers and library supporters and heard from a range of authors and campaigners about the need to save our public library service.

UNISON is organising a National Libraries seminar which will take place the week before the Local

Government conference in June 2016. It will bring together UNISON library members from across the UK and will focus on helping branches to run campaigns locally to protect library services but also to help ensure that the Westminster is held accountable for its role in attacks on the service.

### 6.2 Social Care

The Government has continued with its plans to substantially reform social work in England.

The Government has accelerated plans to have 'failing' children's services removed from local authority control. They face the possibility of being handed over to other 'high-performing' local authorities, experts in child protection or charities or trusts. It is likely that the Government will look to make it possible for private companies to take over these services in the future. UNISON pointed out that continued cuts to local authorities will make it increasingly likely for more children's services to 'fail'.

The Government is planning to rapidly expand the use of fast track graduate social work schemes such as Frontline and Step Up to Social Work. A new body will be set up in order to "drive up" standards in social work and "raise the status of social workers" and register all social workers will also be introduced. It is a time of great uncertainty.

A new assessment and accreditation scheme for all social workers will be rolled out across the country by 2020. The scheme was initially piloted with children and family social workers. UNISON met with the Chief Social Worker and Department for Education civil servants to discuss our concerns. The main outcome of the meeting was that UNISON will survey members who are taking part in the trialling of the new scheme and feed the results directly back to the Chief Social Worker in an attempt to help to improve the process.

UNISON have also been promoting a caseload monitoring tool for social workers across the UK. Excessive workload for social workers is a long-running problem which has worsened considerably as the cuts bite. The tool will allow branches to gather comprehensive evidence about caseloads levels and use it to campaign for better working conditions. The information gathered will also allow us to gain an aggregated picture across the UK of caseload levels to inform our ongoing national campaigning.

UNISON are also creating a social work campaign pack that branches across the UK can use to recruit and organise social workers and to help branches and Regions negotiate and campaign for better conditions at work for social workers.

Finally, in order to try and create a unified voice for the social work profession UNISON has met with the newly established Labour Social Work Group and then with BASW so that we can work together to help stand up to the Westminster Government's increasing number of attacks on the profession.

### 6.3 Homecare

UNISON's campaign to improve standards for homecare workers and to promote the Ethical Care Charter via the Save Care Now campaign continued in 2015-16.

Leeds, Cheshire West and Chester, Milton Keynes, Sefton, Tower Hamlets and Bradford Councils all agreed to adopt the Charter taking the number of signatories up to 13 councils. Southwark and Islington Councils, who were the first councils to adopt it, released information detailing how adoption of the Charter had led to improved care standards, moral and staff retention rates.

The National Institute for Health and Care Excellence (NICE)'s issued formal guidance on the provision of homecare in September 2015. In a boost to our campaign many elements of the guidance reflect what UNISON have been calling for in our Ethical Care Charter.

UNISON contributed to an ITN documentary that focuses on the problems afflicting the homecare system. It aired in October 2015 and featured a number UNISON homecare members along with the General Secretary.

UNISON officials and a UNISON homecare worker had a positive meeting with the Care Minister Alistair Burt in November to discuss the many problems facing the care sector. Amongst the commitments made by the Minister was to explore how training standards for care workers could be improved and to work with the Department for Business Innovation and Skills to improve National Minimum Wage compliance in the care sector.

In January 2016 UNISON released a report called "Suffering Alone at Home" which focused on the lack of time that many homecare workers are given to provide care for their service users. It also highlighted how 74% of councils in England still use 15 minute homecare visits. The report received substantial media coverage across the BBC and in a number of papers, with UNISON homecare members powerfully articulating the challenges they face in their role.

Thanks to work by Cymru/Wales UNISON, the Welsh Government has accepted the premise of our campaign, that poor terms and conditions for homecare workers lead to poor quality care outcomes. Consequently they launched a consultation in early 2016 which is looking at restricting the use of zero hours contracts for homecare workers, ensuring that they are paid for their travel time and that they are not forced to 'call clip'. The consultation is also looking at improving training standards and the career structure for homecare workers, all of which are measures that UNISON supports.

Cymru/Wales UNISON also secured a great victory for homecare workers in Swansea and Carmarthenshire. Organising and recruitment activities around the issue of the non-payment of travel time has led to a homecare employer (Mihomecare) agreeing to "rectifying systemic errors" for its 100 staff members. Homecare workers will receive up to £2,500 each and UNISON has both recruited members and stewards off the back of their work there.

The Scottish region of UNISON has continued to push for the Ethical Care Charter and the Scottish Government has recently proposed that all care workers should be paid the Living Wage.

UNISON are also working with Labour MPs in Westminster to try and get the Government to take action over the continuing scandal of care workers being paid below the National Minimum Wage.

### 6.4 Careers Service

The national careers forum met 4 times in 2015/16. Funding cuts, restructuring and threats to the profession dominated the agenda. The differences in models of service delivery between the UK countries were increasingly pronounced.

#### England

In England, responsibility to ensure children and young people receive careers advice for remained with schools, with support from the National Careers Service (NCS, which also covers adult careers). Widespread concern about the inconsistent quality of careers education, information, advice and guidance was expressed throughout the year by nearly everyone except the government. In response the Department for Education (DfE) updated its guidance for schools: 'careers guidance and inspiration in schools' However, the guidance was still weak and toothless. The government also set up the Careers and Enterprise Company (CEC) to increase employer engagement with young people.

In January UNISON responded in detail to the inquiry on careers information, advice and guidance set up by a sub-committee of the Education Select Committee and the Business Innovation and Skills Select committee. Our response highlighted concerns at the service provided by schools, pointing out the growing evidence that the system was failing. UNISON proposed that the government should accept the recommendations of the joint UNISON NUS/TUC 'A careers service for future success', as this would improve the service.

In mid-January 2016 the government announced a new scheme to find mentors to help "struggling teens". The announcement was short of specifics, but proposed to spend a further £70 million on its strategy to improve careers education and guidance in this Parliament – this strategy was re-announced in the government's white paper 'Education Excellence Everywhere following the 2016 budget. UNISON working with the University of Derby sent a series of question for an MP to seek asking for further details of the project and proposed expenditure.

### Scotland

UNISON continued to work with Skills Development Scotland (SDS) on the direction of the careers advice service. The UNISON branch met with the Chief Executive to discuss new devolved powers that will affect the service from April 2017, when the current Work Programme and Work Choice schemes run by the UK Department for Work and Pensions (DWP) will be replaced by Scottish services. UNISON raised the Fair Work agenda which was developed by the STUC and accepted by the Scottish Government. SDS will have additional resources to help with earlier intervention.

In response to UNISON's pay claim SDS offered a 1 year deal of 1%. UNISON ran a consultative ballot resulting in a 60% turnout and a rejection of the 1% by 94%. Reps met the Chief Executive and Board members from SDS at the end of February to press their claim.. also in February), UNISON challenged proposed cuts to the fair work, skills and training budget of £13m in real terms in response to the draft Budget (Scotland)

### Cymru/Wales

Members faced significant organisational challenges from the merger of seven companies into Careers Wales, on top of 33% funding cuts. Through the summer of 2015 UNISON Cymru/Wales campaigned around the funding crisis. UNISON met the Deputy Minister at the end of September to raise concerns directly with the government.

The funding pressures on Careers Wales were highlighted again in the press in March 2016, with

UNISON reps highlighting problems in the service. UNISON reps pointed out that funding cuts of 57% to its core budget meant staff were only able to see 15 to 20% of the young people that they used to. Schools were being forced to prioritise pupils considered most at risk of becoming 'not in education, employment or training'.

## 6.5 Public Health

In line with swingeing cuts to local government overall, the public health funding settlement for 2015 – 2021 shows a decline from £3,465 million to £3,134 million – a cut of £331 million or 9.7%. This cut is on top of the £200 million in-year cut for 2015-16. The ring fence of public health funding will be maintained until 2017/18. Meanwhile, the government has said that it will consult on options to fully fund public health from retained business rate receipts, within the move towards 100% business rate retention by 2020.

The implications of the cuts are clear – as the Local Government Association has commented: Sexual health, drug and alcohol dependency treatment and NHS health checks will be cut, impacting on the NHS. Prevention is at the heart of the NHS Five Year Forward View and these cuts are at odds with its objectives.

During the year, the Local Government section has been involved in the NJC Public Health sub group and a Standing Group convened by the Department of Health which has looked at the skills needed by Public Health teams and means of ensuring that councils have all the required skills for an effective public health service.

Transferred public health members in a number of councils are experiencing shameful ongoing barriers to receiving an annual pay award – with councils refusing either to implement the Agenda for Change increase or the NJC award, using the new 'static' interpretation of TUPE to justify their actions. At the time of writing a simultaneous pay claim for public health workers is being drawn up to seek **at a minimum** the offer made to NJC workers.

## 6.6 Craftworkers

It is longstanding conference policy that craft workers should be covered by the NJC negotiating body. The Employers continue to press for the dissolution of the Red Book and integration of craft workers into the NJC. UNISON is not represented on the JNC for craft workers.

Draft NJC craft worker job profiles, developed by the NJC Job Evaluation Technical Working Group (JETWG), were put out for branch consultation in March 2015 and a craft workers' AGM set for April.

The AGM failed to attract enough members for the meeting to go ahead and the Service Group received few responses to the branch consultation. However, a small informal meeting was held for branches and craft workers who had expressed an interest to consider the potential changes to the JNC, harmonisation issues and the job profiles.

Some jobs are not specific to every council so as a result JETWG concentrated its resources on evaluating 14 of the most common types of craft worker jobs. Most of the roles have been categorised as 'Newly Qualified', 'Experienced' and 'Chargehand' in order to reflect the different skills and responsibilities required at each stage of a craft worker's career. The craft worker profiles have since been issued. They are advisory rather than prescriptive.

In October, to help the Service Group map craft worker membership, branches were asked for feedback on the profiles and to let the Service Group know whether craft worker members were currently covered by the Red Book or Green Book. Only a handful of responses have been received.

## 6.7 Fire and Rescue

The Fire and Rescue Forum met three times in the year and has worked to highlight the key workplace issues that our members face. It has also contributed to UNISON's opposition to proposed government reforms to the structure of the fire and rescue service.

The forum continues to work on developing networks that can support regional recruitment, organising and campaigning work with fire and rescue support staff.

### Survey

In October 2015, UNISON launched its second annual survey of fire and rescue support staff on the key issues that were affecting them at work. Key concerns for support staff identified in the survey were predominantly a reflection of the previous year's results – pay, increasing workloads and stress were all highlighted – but job security emerged as an urgent issue, with over half of respondents feeling insecure in their jobs.

UNISON has published recruitment and organising materials using the survey results, including a recruitment guide for members and presentation for activists. We have also published a short survey briefing to raise awareness of the important role of fire and rescue support staff and the workplace issues they face.

### Lobbying

A key issue this year for the forum and fire and rescue services is the Government's proposals to abolish fire and rescue authorities and hand the governance of fire services over to Police and Crime Commissioners (PCCs).

These reforms are currently making their way through Parliament in the Policing and Crime Bill. The Bill includes the ability for PCCs to take on responsibility for local fire and rescue services and create a single employer, with a view to merge fire and rescue and police support staff roles. This clearly puts a significant proportion of fire and rescue support staff and UNISON members at risk of redundancy.

In response to these proposals, UNISON has:

- Contributed to the TUC's response to the Government's consultation on this issue and submitted its own response on behalf of members
- Encouraged fire and rescue activists and members to lobby their MPs to oppose the proposals outlined in the Policing and Crime Bill
- Briefed the Shadow Fire Minister on the impact of these proposals and suggested amendments to the Bill, in preparation for the committee stages of the Bill's passage through Parliament
- Submitted written and oral evidence to the Policing and Crime Bill Committee, highlighting our concerns about the Bill's impact on industrial relations and service provision

### Scotland

The Scottish Fire & Rescue Service (SFRS) implemented new terms and conditions for support staff in November 2015, after they were accepted via ballot by both fire and rescue support staff trade unions (UNISON and Unite).

SFRS are currently hearing Job Evaluation appeals across Scotland. The SFRS UNISON branch will continue to provide support and representation to members throughout these difficult negotiations.

## 7. Regional Service Group Reports

### 7.1 Eastern

#### Cuts and redundancies

The Region continues to support branches in their struggle to deal with cuts to jobs, whilst we haven't seen large scale redundancies this year ( there aren't any left to make!) it continues to be a drip drip effect, a job lost here and a job lost there – the constant erosion of jobs and services.

#### Pay, terms and conditions

We have had the usual threats to terms and conditions and again most of these have been successfully resisted through intense negotiation, and occasionally following the intervention of the Regional Joint Secretaries. Job security tends to be at the top of the agenda of members' concerns rather than pay, whilst members aren't satisfied with their pay rates there is almost an acceptance they will have to put up with poor pay awards. We have seen some employers dangling the carrot of performance related pay, and on some occasions our members have indicated they will take a chance on that rather than relying on national pay awards, despite being aware of the pitfalls and the employers failing to increase the overall pay bill.

Despite some setbacks, and considering our Region is dominated politically by Tories, the working relationship we have with the regional employers is positive.

Members who transferred from Health on Agenda for Change terms and conditions have found themselves without a pay rise as the employers argue they don't have to recognise any pay award, and moving to LG terms doesn't appeal to most members as the terms and pay they currently receive are generally in excess of their LG colleagues.

#### Privatisation and service delivery

We continue to face outsourcing, although there have been a small number of contracts coming back in house – often because the private company says it can no longer make enough money from the contract! A recent FOI request showed one LG employer had 80% fewer directly employed staff than it did 5 years ago – a clear illustration of the size of the issue for some of our branches. This also highlights an associated problem – how do you ensure these

members are able to participate in our unions democracy? We started last year to look at this question, and some branches have now moved forwards with potential solutions. The introduction of shared resource centres is well underway in two counties, with branches from a number of service groups coming together and sharing funding to establish resource centres which will be accessible to all members regardless of their employer, and also looking at different branch structures which would further support lay member democracy, whilst maintaining service group links. It's interesting that in truth private companies is often the only area of growth and positive progress regarding terms and conditions. When I ask Organisers and branches for good news from our engagement with local government employers it always falls into the – it could have been worse category.

#### Recruitment and Organising

Despite the ongoing reduction in council budgets and the impact on jobs and services, overall our recruitment is steady, and we still have new people coming forward willing to get involved. We have seen a reduction in facility time – with reductions of 50% in some branches. This has increased the pressure on both branches and the region. There have been recruitment and organising opportunities as the result of employers management of change and restructures, and we continue to focus on issue based recruitment.

#### Other issues

Campaigning against the TU Bill has been a high priority for all activists and this continues, the positive working relationship we have with most of the local government employers has seen agreement at a local level that this Bill is not necessary or welcome, with a number of local politicians also supporting this position.

2015 saw the introduction of "Devolution" and a flurry of interest about what this might mean for the region, to date progress has been slow and until recently this Government idea was being heralded as a potential saviour for council services, during 2015 there were no firm proposals about how devolution might look in the Eastern region or how it would operate in practice. Let's see what 2016 brings...

## 7.2 East Midlands

### Cuts and redundancies

In shire district branches the picture is mixed. One group of shire district authorities appear to have sustainable balanced budgets that require few or no compulsory redundancies. They continue to undertake reviews and seek efficiencies and some are prepared to consider requests for voluntary redundancy. The consequence of this is staff leaving the authority. The remaining shire district authorities have budget deficits that require greater savings.

The shire county and unitary authorities are experiencing the largest losses. Derbyshire County Council expects to lose around 700 jobs in 2016/17 with ongoing cuts up to 2020. At present 32 children's centres are under threat of closure. In Leicester City Council the budget situation has been described as critical. There will be 21 rolling reviews of council services with 700 job losses expected, designed to save £45 million. With £17 million set aside for redundancy and severance pay. In Nottingham City Council savings of over £22m are needed for 2016/17, following cuts of £152m and an estimated reduction of 2000 staff in the last five years. In Nottinghamshire County Council, jobs are being cut across Adult Social Care, Health and Public Protection, Children, Families and Cultural Services, catering and cleaning staff, Resources. The Nottinghamshire Performing Arts service will cease and the Children's Disability Services will be affected too.

### Pay and conditions - including Public Health

Terms and conditions of service remain the target of some authorities in attempts to make cheap cuts. Branches have warned that some authorities have indicated the likelihood of reviewing local collective agreements, others recruitment difficulties due to low pay levels, particularly of professional and qualified staff. One branch has indicated that the erosion of the pay differentials between staff on the Living Wage on lower scales and other salary scales is causing concern. Branches have identified job "creep" as a continuing problem.

### Privatisation and service delivery issues

The transition of schools to academies continues to pose challenges to branches and local authorities alike. In the East Midlands there are now 624 academies open with a further 54 in the pipeline. Academies now make up 28.5% of all East Midlands schools.

According to the Local Government Association there are 70 shared services arrangements in the East

Midlands covering services including: emergency planning, environmental health, finance, HR, ICT, legal services, payroll, planning, procurement, property and asset management, waste services. The largest shared service has over 20 local authorities involved.

Some authorities are either: already in a shared service arrangement; have outsourced part of their services already; are keeping as much in house as possible even if it is a reduced service; or as one branch secretary reported "services are so stretched it just isn't possible to extract [any more] benefit by operating over a wider area".

The second camp presents a contrasting picture with the creation of Local Authority Trading Companies (under the umbrella of "Teckal" exemptions), community benefit societies and joint ventures. In Broxtowe leisure and art services and the local crematorium will be run by Teckal companies while in Chesterfield Building Regulatory Services follow a similar course. In Nottinghamshire a new cultural community benefit society called Inspire will manage libraries, archives and cultural services. A new, joint-venture company (in partnership with the CORMAC group - wholly owned by Cornwall Council) will be responsible for highways and fleet management services

### Recruitment and organising

The East Midlands has the second smallest public sector workforce of the nine English regions. In 2015 it experienced the second largest percentage reduction of that workforce. Against this backdrop of shrinking public sector employment, the East Midlands has continued to work hard to maintain high levels of recruitment and organising. Our local government membership stood at 48,057 in December 2015. This is a decrease of 4.3% over the previous year, despite the efforts of branches and staff alike. This reflects the continuing pressures on local authority finances.

Shire district branches have, on the whole, reported problems in recruitment and organising. Reduced time and heavy workloads are two key obstacles facing activists. Branch officer and representative posts are becoming increasingly difficult to fill as employers increase the pressure on staff to take on heavier workloads as staff numbers decrease. This in turn impacts on recruitment and the ability of branches to organise members.

Shire county and unitary authority branches have generally fared better than their smaller shire district counterparts. The average decrease in membership has been less - in part a reflection of the resources available to these larger branches and the ability to mobilise larger numbers of activists to a planned

action. Examples of this are the Derbyshire County Branch where each department has a Lead Convenor focusing on recruiting and organising in their areas and Nottinghamshire County Branch which has a calendar of interesting events planned for the year.

## Devolution

The Greater Lincolnshire Devolution Agreement has been signed by the Government and ten Leaders of Greater Lincolnshire local authorities. This agreement will devolve a range of powers and responsibilities including:

- a multi-year transport budget
- control of £450 million growth budget spread over 30 years
- responsibility for developing a strategic infrastructure delivery plan

The door remains open for further powers and the consolidation of other Lincolnshire local authority services to come under this Combined Authority. In the meantime combined authorities and devolution deals are still in discussion with Northamptonshire, Leicester- Leicestershire, and Derbyshire and Nottinghamshire.

## Local Government Finances

The East Midlands is expected to see the second highest increases in core spending in 2016-17, we continue to have the lowest local authority core spending power per estimated population of the nine English regions. A clear example of the disparity of funding is the Government's use of the transitional grant to soften central government funding reductions during the first two years of the funding settlement for local authorities. This grant will be worth £150 million in both 2016-17 and 2017-18. The East Midlands received the third smallest total amount of transitional grant of the nine English regions.

### 7.3 Greater London

#### Cuts and redundancies

We continue to have problems across library services, and Lambeth Library members have taken a day's strike action over potential compulsory redundancies pending library closures or combination with leisure services provision.

#### Pay and conditions

Our consultation on the pay offer was disappointing with a return from 28 of the 33 branches, and a turnout of 7.8% amongst those who did make a return. Clearly our branches will need to put in a lot

of work through talking to their members if we do move into a ballot for industrial action. We continue to gather information from branches with regard to any of their employers who meet the test for inclusion in any proposed ballot.

Camden ran a very successful campaign amongst their school catering staff working for Caterlink. They significantly increased UNISON's density and organisation on the contract, and won the London Living Wage for their members there. The branch also held successful industrial action in NSL, which achieved a three year pay deal, backdated to 1<sup>st</sup> April 2015. It gives a basic rate of pay tracking the London Living Wage (LLW) + 12p per hour and a loyalty payment of 13p per hour for CEOs, with proportional application for staff earning above that rate.

28 of the 32 boroughs now pay at least the LLW to all directly employed staff, with a majority of these also including a requirement to pay it in contracts as they are tendered or re-tendered. The Greater London Authority, Transport for London, and the London Fire and Emergency Planning Authority also pay at least the London Living Wage to their directly employed staff and to some of their contracted out staff.

Islington, Southwark, Hammersmith and Fulham, Tower Hamlets and Camden have signed up to the Ethical Care Charter, with Hounslow and Hackney about to sign imminently. We understand that when signed, Hounslow's will be the first Ethical Care Charter in the country jointly signed by local government and health. Greenwich is very close to signing, and we are in discussions with Barking & Dagenham and Croydon amongst others. We have heard positive reports of the cost, service and staffing benefits post signing from private contractors working within Islington and Southwark. We continue to encourage branches to talk to those employers yet to consider signing, offering support and information to help them do so. We also encourage branches to organise amongst the workers benefitting, or likely to benefit, from this improvement in their pay and conditions.

#### Privatisation and service delivery issues

Shared services arrangements of various kinds continue to arise between boroughs. The most recent is between Richmond and Wandsworth, who are currently in negotiations regarding a shared staffing structure to cover both boroughs. This includes having a shared Chief Executive and shared Directors. Any changes to terms and conditions etc of our members are not due to take place until 2017/18.

The Region is organising across some of the larger pan-London companies delivering local government

services. We are seeking recognition where we don't have it (on an incremental contract by contract basis), and plan to set up Regional forums for members working for these companies. The companies currently being targeted for this work are NSL, Veolia, Carillion and Greenwich Leisure. We are also trying to organise in some of the companies delivering social care. Unfortunately progress here is very slow because this area of work produces a range of obstacles including the transient nature of the workforce (due to share sales and TUPE transfers) and zero hours contracts.

### **Recruitment and organising**

Recruitment improved towards the end of 2015, but this still has resulted in a net loss of members in local government over the year. However, a few branches "bucked the trend", managing a net increase of members over the period. We are asking branches to get total employee numbers both from their Borough and from as many private contractors, academies, local arms length trading companies (LATC's) and other employers as possible to enable us to update our density figures.

We are this year hoping to set up a system for recruiting student social workers, not least as a means of eventually improving our density amongst social workers, which is currently very poor.

We have held three successful briefings for local government branches this year, all intended to help them recruit and organise the relevant membership. The first was on recruiting and organising in the private sector - a growing area of membership where unfortunately we tend to be badly organised. The other two briefings covered social care and alternative delivery models (LATC's, co-op's, mutuals and social enterprises). The briefings were well attended by a spread of branches. They were well received by delegates, who found them to be informative and productive. We intend to hold similar briefings on a range of relevant topics this year.

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## **7.4 Northern**

### **Cuts and redundancies**

The unprecedented challenges that we face in the Northern Region continue in 2016. Front line services such as adult and children's social care are now under threat.

In terms of job losses in the Northern Region, over a third of all staff have now been lost over the last five years. No posts are immune from cuts, with social workers now being made redundant.

The implementation of these cuts and efficiencies

across the public sector, has presented us with major challenges, and will continue to give us immense problems during this year. Given the continued reduction in funding, no jobs are secure in local government.

Branches continue to use all the internal UNISON tools to help co-ordinate campaigns against these cuts by lobbying cabinet/council meetings, working with councillors, MP's and stakeholders to try and stop the redundancies, however compulsory redundancies are now becoming a common feature.

### **Pay and Conditions**

All the local government branches in the Northern Region are having to face cuts being proposed by local employers, but branches are trying to maintain a strong united position about not moving away from the Green Book. Up to now these attacks on our members' terms and conditions have been stopped.

The local branches are working collectively as a Region with the Local Government Service Group providing a pivotal role in helping branches resist such attacks, but this is becoming more difficult with outsourcing being seen as a way to attack terms and conditions.

Within the Northern Region the branches have ensured that there is no movement to move to local or regional pay. Branches are actively campaigning for the introduction of the Real Living Wage. Many other employers are committed to become Living Wage employers, but as yet these commitments have not come to fruition, and this is proving more challenging with the Government's National Living Wage being implemented.

### **Service Delivery and Privatisation**

Within the Region employers are, to varying degrees, looking at all forms of outsourcing. Branches continue to monitor any OJEU notices and meet with their respective employers regarding mounting challenges. Many branches have successfully negotiated a procurement agreement with their employers.

There does not however appear to be a consistent approach within our Region between councils as to how they can best review services under the current austerity measures, but most now have a trading company with a number now considering becoming enabling councils, which is a worrying development.

### **Recruitment & Organisation**

Branches have actively participated with Regional recruitment campaigns. This is having some membership growth for these local branches, where density levels on average for UNISON membership is

in the 40% bracket. However we are aware that density figures can grow whilst there is failing membership due to large scale redundancies. Specific recruitment initiatives in conjunction with the Branch Assessment process, has given branches an opportunity to develop targeting recruitment campaigns. These recruitment campaigns are being jointly co-ordinated by Branches and LO's/AO's/Ro's and Fighting Fund organisers are proving to be a useful tool to assist with recruitment.

Therefore there is an overall fall in LG membership despite more members than ever being recruited.

Finally, the work of the PSA (Public Services Alliance) and Area Forums continues to strengthen, allowing UNISON to work with other unions and community groups to campaign to save our members' jobs and services to be retained within the public sector. This is especially true with work on challenging the cuts.

### Devolution

Two new devolution deals within the Northern Region have been proposed. At the time of writing this report, it is unclear whether they will continue to be pursued. If they are approved in their current form all the councils in our region will be covered, and two elected Mayors will need to be elected by Spring 2017.

## 7.5 Northern Ireland

### Introduction

Our members in education rallied to the strike action call in March 2015. They mobilised in their thousands in schools and workplaces to demonstrate their determination to challenge cuts in the education budget. They continued to mobilise at the end of May in further industrial action on job cuts, cover in the classroom and delay in their pay rise.

### Local Government and Education Service Group

The NI Local Government Service Group - with a smaller membership - does not currently have forums matching the healthcare group. In our review of Service Group and bargaining structures, we anticipate decisions to create similar forums or networks to focus on the issues facing the largest groups of members – school cleaners, school caterers and classroom assistants.

There are 21 service group members and its composition currently stands at 67% women. Overall attendance at the Group averaged 36%. The attendance of women members averaged 81%, compared to 19% for men.

### New Education Authority

The New Education Authority established in April 2015 has assumed the responsibilities of the former employers. Our core demand remains that there should be no worsening of terms and conditions and no forced redundancies. We are also vigilant for any attempts to privatisate services.

In its 2015 work programme, the NI Local Government Service Group prioritised:

- supporting the UNISON campaign to lift NJC pay
- securing implementation of NJC pay awards
- managing negotiating demands on transition to the Education Authority
- protecting our members in school mergers and amalgamations
- defending catering, cleaning and school based staff against threats of privatisation
- organising and recruiting new members across all the Education sector

### Cuts and Redundancies

#### Vacancy control:

The stalled RPA process in education had resulted in widespread vacancies, temporary appointments and staff acting up. We challenged this destabilisation of the workforce. Long term temporary and acting-up staff continue to have access to permanent appointment through an agreed process. The closing date has been extended to mid-2016 to take account of the new developments.

#### School mergers, closures and redundancies:

In education there has been extensive non-filling of posts in the Headquarters of the five Education Boards. This is a consequence of uncertainty over the new single Education Authority and vacancy controls arising from budget cuts. Since April, education branches have taken advantage of negotiations to commence the filling of posts, despite the fact that this is hampered by redundancy.

The 15% cut in the schools budget has impacted on cleaning, classroom assistant and other posts. We have moved on vacancies and casual contracts. The main membership increase in education is in schools.

In 2015 school mergers and closures have accelerated. Negotiations have covered TUPE transfers and voluntary redundancies. The Department has delayed approval for a jointly agreed options scheme for staff facing change in these circumstances. We have raised this with the Minister and report this will be unblocked in 2016.

## **Libraries – Cuts**

Against a background of cuts, closures and service reduction, UNISON has continued to represent our members in negotiations with NI Libraries Authority. Since its creation six years ago, Libraries NI has overseen a sustained reduction in library provision and service delivery NI including job losses, recruitment freeze, reduction in the budget for stock purchases, reduced opening hours and library closures.

## **Pay and Conditions – including Public Health**

### **Job Evaluation and Single Status:**

Some evaluations remain outstanding. Negotiations remain stalled on a revised education job evaluation scheme. These have been delayed by a disagreement over the structure of appeals panels.

We have also made representations to employers requesting that Department of Culture and Leisure advises the Department of Finance that pay audits are not a prerequisite for payment of NJC awards.

### **Nursery Nurses job evaluation is concluded**

The outcome yielded an offer to buy out historic terms and conditions of service (32.5 hour divisor and a transfer to a 36 hour divisor) in return for a lump sum based on under and over 5 years service. Those nursery assistants who choose to remain on the historic agreement will be pay and pension protected. We remain dissatisfied on job descriptions and have advised our members to now refrain from additional voluntary duties until there is a satisfactory negotiated conclusion.

### **Pay bargaining**

Throughout the early part of 2015 UNISON made strenuous events to have the NJC pay award fully implemented in NI. These attempts included robust engagement with employers and meetings with the Education Minister. The log jam was caused by the Department of Finance requiring sign-off. We finally secured release of monies to pay the grade uplift in the summer. Retrospection pay will now follow. The Minister, in response to the delays, agreed to secure removal of prior DFP pay audit approval for future NJC uplifts. This is to be welcomed.

### **Association of NI Colleges of Further Education**

We recently forced the employer side to include reference to NJC terms and conditions in the recent circular on the pay uplift for support services staff. Their reluctance to do so is linked to their desire to introduce regional pay and conditions.

## **Youth Justice Agency**

The next challenge for our membership is completion of transfer of the Youth Justice Agency to the Civil Service staff structure. This raises questions about their pension and their membership of UNISON and this will prove controversial as another union holds bargaining rights in this area.

UNISON members in our Rathgael branch covering the Youth Justice Agency were poised to take industrial action on 1<sup>st</sup> July 2015 after management wrote to UNISON to advise them they would be introducing new rotas in the Woodlands Youth Justice Centre and an additional 17 shifts per year. UNISON carried out an industrial action ballot and received a unanimous Yes vote. This brought the management back to the negotiating table and we successfully negotiated a favourable settlement in which our members are no longer required to work these extra shifts.

### **Pensions**

Our education membership and many in related agencies are members of the NILGOSC pension scheme. In compliance with legislation reviewing and amending public sector pension schemes, NILGOSC has established a new Governance Board and UNISON NI has secured a seat. Those areas of the education service which are under threat from privatisation will have the added worry of pension provision as TUPE does not protect pensions. Training for union reps on pensions governance bodies is being provided by the ICTU.

### **Privatisation and Service Delivery Issues**

UNISON has placed our Ethical Care Charter and the recommendations on procurement and human rights from NIHRC on the education bargaining agenda.

### **Occupational health**

UNISON has proposed that the EA uses the NHS for this service in response to attempts by the Southern and Western sections of EA to outsource.

### **ESA review of outdoor residential centres**

There is a danger of potential outsourcing and we have initiated a network of youth workers to respond to this challenge supported by Branch Secretaries and Regional Organisers.

### **Colleges of Further Education**

UNISON achieved the withdrawal of proposals from Northern Regional College to privatise their catering service. This included a detailed critique of their contract documentation and a sustained case for

in-house service delivery which finally convinced the Principal not to proceed with a privatisation option.

### Non authority schools

A number of voluntary grammar schools have attempted to outsource school meals and school cleaning. To date, we have stopped a number of privatisation proposals. We continue to press for an overarching agreement covering all schools as promised in the original ESA

### Recruitment and Organising

#### ***UNISON NI recruitment by branch, 1 Jan to 30 Sept 2015***

Branch	Annual target	Recruitment 1 Oct 14 – 30 Sep 15	Shortfall from Target	% of target met
Belfast Education	150	284	Target Met	189%
NEELB	150	244	Target Met	163%
Down Education	150	180	Target Met	120%
Southern Education	100	119	Target Met	119%
Derry Education	150	178	Target Met	119%
Rathgael	15	8	7	53%

#### ***UNISON NI total recruitment by sector, 1 Jan to end September 2015***

Recruitment figures by sector	Jan-Sept 2015	Jan-Sept 2014	Total for 2014
Education and other NJC	826	606	845

### 7.6 North West

The North West Service Group identified its priority themes broadly as:-

- Providing political and social responses to budget cuts to promote an anti-austerity narrative;
- Strengthening input to the devolution/ decentralisation/public service redesign agenda;
- Promoting and supporting sector-wide pay campaigns and disputes and developing discussion on the future possibilities for bargaining;
- Looking for a sharper focus on issues and reducing 'bureaucracy'.

The North West has experienced some of the heaviest ongoing budget cuts seen anywhere on such a widespread scale. In the period to 2015 grant funding across the Region was cut by over 40% on average in real terms and up to nearly 60% in some of our councils. The 10 Greater Manchester Councils have collectively faced cuts of nearly £1.75 billion to date, seeing around 15,000 jobs go. Some of the authorities have now shed 50% of all non-school jobs

and lost 50% of grant funding. Lancashire County Council has to cut £300 million by 2016/17 and a forecast £200+ million more by 2020. It will not be able to provide all its statutory services at even basic minimum levels by 2018. Liverpool has been savaged. £329 million slashed already (58% of grant funding) and another £200 million to be cut. No wonder the Council's position is that its budget will "fall off a cliff sometime during 2017".

The most recent Spending Review has not made prospects any better. Government heralding the "certainty of funding for a full four years" is met by local uncertainty over the very viability, financially, of many local authorities going forwards. With the foundation of council financing due to fundamentally change by 2020 the Budget announcements in March signalled that 100% Business Rate Retention will no longer be, if it ever was, the future panacea. Greater Manchester and Liverpool City Region will pilot 100% Business Rate Retention with Government. After the Budget what exactly it all means for the future shape of local government seems even more confusing than it did before.

Devo-here-and-there is not the only game in town. But it is “in town” and not in Whitehall (at least superficially) and that has an appeal. The Greater Manchester agreements have placed this City-Region at the head of the developing programme. But at the locality level one person’s devolution initiative is another person’s public service redesign initiative, or another person’s local budget cut review, or another person’s normal and longstanding job. In reality “devolution” as an active concept and daily work programme driver is confined to a relatively small number of elected members and officers at present. For the vast majority of the managers and workforces in scope it barely registers yet. The same goes for the public at large. Grand ideas may be fermenting at scale but local cuts and closures continue. To ensure that UNISON is able to try and influence as well as respond we have played a lead role in the North West TUC Public Services Committee and through that in securing a Workforce Protocol and a constituted Workforce Engagement Board with the GMCA. Primarily a local authority engagement vehicle at present this will develop and encompass all the areas relevant to the ‘DevoManc’ agreements including blue light services (uniform and support), education, housing and transport. A parallel forum is operating for the Health and Social Care agreement. It is very early days but already we have recorded some successes. Whilst not a fixed template for other ‘Devo’ areas the approach followed so far in the GM arena can provide some clear overlaying principles.

The majority of the North West’s 41 local authorities – including a great number who should have better principles - have now attacked or tried to attack our terms and conditions to some degree. At the same time all remain firmly within the National Joint Council pay bargaining machinery. They see it, in many of their own words, as the easiest way to secure pay restraint locally and offset the blame to ‘national’. In the post-Single Status world where terms and conditions are for local determination (no matter what anyone says) “the pay award” is what the NJC means for members. In truth the NJC has not delivered on pay for many years - at least not for our members, that is. It is not the only sector bargaining machinery in this state. Action on pay needs very hard work and a sustained slog. There are no shortcuts. We believe it is a priority, but if we don’t change then the landscape is going to change around us anyway.

At the organisational level there is an increasing haze between different parts of the public sector (and between what is public, third sector and private delivery). New forms of delivery vehicle shimmer this haze. Devolution/decentralisation will further redefine financing mechanisms and budget holders and likely expand to include elements of fiscal devolution and revenue raising powers at City-Region or other

administrative strata. At the employment level there is already a hybrid of employment terms within the same contract of employment, most often mixing some national/sector provisions with predominantly local provisions. The evolving landscape will see increased secondments within and across (current) sectors, multi-body employers, plug in/plug out working arrangements, the emergence of the multi-agency “keyworker” and even the thematic “public service worker”. All this logically points to a not-too-distant-position in which the relevance of current bargaining machinery structures (like the NJC) will come under scrutiny, possibly from within, certainly from without. This should not necessarily bring the collapse or forced break up of sector wide bargaining. But it will likely mean – if sector bargaining is to survive and hopefully thrive again – redefining the structure of sectors in terms of scope, scale and constituent parties. Most members still see pay and conditions as a positive reason to join and remain in a trade union. If we really believe in collective sector bargaining – one of the fundamentals of trade unionism – then we will need to come out from behind the false comfort of the dented shield philosophy as more of the same is not a sustainable option. This is a challenge to task and unite lay activists.

Our Region’s inclusive all-branch approach has been central in recent years to redefining the Service Group’s work, moving away from “bureaucracy for the sake of it” meetings towards a forum that brings all branches together on a regular basis to share experiences, debate the issues of real importance and formulate policy and actions. The success of this approach can be seen in continued good attendance, a greater sense of ‘ownership’ and involvement in regional initiatives and a broad commonality of purpose and commitment on delivering agreed priorities. The North West Service Group will continue to operate on this basis, which puts informed democratic participation, discussion and accountability at the heart of its work.

We certainly live in interesting times. If not necessarily encouraging ones for local government.

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## 7.7 Scotland

### Scottish Local Government Committee

Membership of the Scottish Local Government Committee is the same as the SJC.

The Committee continues to meet on a quarterly basis with additional meetings when required. This is supplemented by the Chairs Group and when required meetings with Branch Secretaries. The Scottish Local Government Conference also meets

four times per year. Much of the Committee's focus has been directed towards campaigning against the cuts.

### Cuts Campaign

The SLG Committee established a Cuts Working Group which has now met on a few occasions to formulate a framework which was presented to SLG Conference on 4<sup>th</sup> September and a further Networking Meeting and report was presented to SLG Conference on 4<sup>th</sup> December and 12<sup>th</sup> January 2016 and 5<sup>th</sup> February 2016.

The SLG Committee has given an absolute commitment to support branches with actions appropriate to their circumstances, including vigorous political campaigning to defend services and when branches consider taking industrial action.

The SLG Committee also re-affirms its primary political demands in calling for an end to the Council Tax freeze and cuts to services. The SNP have announced that, if re-elected in May, they are to end the Council Tax freeze, however once again they have decided to place a cap and restrictions on the ability of local authorities to make their own decisions, interfering with local democracy. They have decided to tinker with the top bands of Council Tax but failed to address UNISON calls for total reform of the system to make local taxation fairer.

A lobby of Scottish Parliament took place on 3<sup>rd</sup> February and again on 24<sup>th</sup> February to coincide with the budget setting process.

LG Branches across Scotland also held a day of campaigning on 11 February calling for **"NO CUTS, NO COMPULSORY REDUNDANCIES".**

The SLG Committee has begun obtaining feedback on successful strategies adopted in local campaigns against the cuts and receiving suggestions for developing a co-ordinated Scottish wide anti cuts approach.

A delegation representing 16 branches met John Swinney, Cabinet Secretary for Finance, on 22 February 2016 for round table discussions on the consequences of the Westminster and Scottish Government cuts on local services.

As a consequence of these cuts, it is expected that a further 15,000 job losses could be possible, in addition to the 40,000 already lost in Local Government.

### Social Work Issues Group

UNISON is by far the largest union representing most social work and social care staff in Scotland. We represent social workers in all specialisms, residential

workers, social care workers, OTs, home care staff and professional, admin and clerical support staff. UNISON Scotland campaigns actively on a range of issues relevant to our social work members. We have produced a Manifesto for Social Work in Scotland, which we produced jointly with the British Association of Social Workers (BASW) and we have taken the lead on issues such as direct payments. We have also issued a Workload Management and Supervision Negotiating Resource and have recently completed a Guide for Social Work Practitioners – 'Keeping Safe in the Workplace'.

UNISON Scotland responds to consultations on social work matters, and we meet regularly with Scottish Government Ministers and with key civil servants. We have made our voice heard on the first Children's Hearings (Scotland) Bill and changes were made as a result of this.

UNISON Scotland also promotes the important role of our members in social work in the media and we challenge negative press and media reporting. We believe that we have had some success in improving the profile of social work in the media and in promoting a better understanding of the work done by social work members and the pressures faced.

The Social Work Issues Group continues to meet regularly and has become a very influential body in respect of social work/social care issues.

### Education Issues Group

The Education Issues Group continues to meet on a regular basis and has become a very influential group in respect of education issues. The main issues for the group at this time are:

*The Scottish Early Years Review* – The review reported in September 2015 and recommended amongst other things, changes to the qualifications for early years and consideration of national pay scales. UNISON continues to express concern on a number of issues but particularly on the increased focus on teaching qualifications in the early years sector which we believe undermines our members.

*Expansion of Free Child Care Hours* – concern at the gap between Government rhetoric on free childcare and the reality of provision on the ground. Funding shortfalls, poor take up in deprived areas, lack of staff and not enough places for parents who have to split up childcare. UNISON will continue to monitor and press all political parties.

*Impact of the new Named Person Requirements* – EIG continuing to monitor the effect of Named Persons on local authority services.

*Training and Support for School Support Staff* – continues to be a key issue for UNISON

*Administration of Medicines* – Scottish Government review of guidance ongoing, UNISON represented on review group, hopeful that improved guidance will be issued later this year.

*Impact of Cuts in Education* – issues around posts being combined, school librarians not being replaced, changes to terms and conditions for term time staff and increased workload pressures on all staff.

### **Housing Issues Group**

The Housing Issues Group continues to meet on a regular basis and has become a very influential group in respect of Housing issues. The main issues for the group at this time are:

#### **National Issues**

A Scottish Housing conference is being organised for November 2016, suggested venue is Stirling University. Further details including invited speakers & organisations will be confirmed in due course.

A new report from the Glasgow Centre for Population Health has found the life expectancy gap between women from the most affluent & poorest areas of Glasgow has increased. The report indicates women are more likely to be in poverty than men, factors include lower wages & higher dependency on the social security system.

The new Private Housing (Tenancies) (Scotland) Bill has been passed in the Scottish Parliament, giving some 330,000 households including 85,000 who have children, much greater security of tenure. Tenants will also have access to the new housing tribunal if they are having problems with their tenancy. UNISON Scotland fully supported the bill.

The Scottish Government have announced plans to create a new social security agency in Scotland to deliver around £2.7 billion of welfare payments. The new agency will be responsible for disability benefits, carers allowance & the regulated social fund. The Parliament will also have the power to create new benefits & top up reserved benefits.

#### **Welfare Reform**

The Scottish Campaign on Welfare Reform has written to prospective 2016 Parliamentary candidates across Scotland to ask their commitment to using new powers, to create a better and fairer social security system, which would include the principles of adequacy, dignity, simplification and investment.

#### **Branch Issues**

Delegates to the group reported problems with reduced resources, continuous restructures, poor communication, down grading of posts, lack of

consultation with employees and inconsistent direction and leadership by senior management were contributing to job security, increased stress levels, reduction in quality and quantity of range services/ options to clients and having impact on other work related activities.

On a more positive note within Fife Council a much more pro-active strategy on social housing has been developed, including the first new Council housing in St Andrews for over 30 years. In Glasgow the Joint Trade Unions have endorsed the proposed merger of City Building with the Wheatley Housing Group, which has been stated will safeguard jobs & enable further progress in building more social housing in Glasgow & other areas of Scotland.

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### **7.8 South East**

#### **Cuts and Redundancies**

Despite claims that councils in the Region have been favoured by the Conservative government, the reality is that all South East councils are struggling to balance their budgets while maintaining services. A prime example has been in Oxfordshire, where the Prime Minister intervened and showed how out of touch he is with what is happening locally in his own County Council.

With the Coalition Government's council tax freeze grant removed, most SE councils are increasing council tax this year, as well as levying the 2% social care precept; but this is not expected to be sufficient to close the funding gap in adult social care.

Most South East councils will increase charging for services in 2016 as well as using reserves to balance the books. Branches working with all 74 councils are engaged in discussion on the extent to which 2016/17 budgets will lead to further cuts in staffing, both in frontline and back office services. Branches are increasingly reporting 'cuts fatigue' in having to repeatedly consider ever more difficult ways to balance the books, with shared services, outsourcing and redundancy being proposed by desperate councils.

Councils have already responded to budget cuts over the past 6 years by reorganising their staffing structures, resulting in a significant number of posts being deleted. Cuts to Council budgets have also affected outsourced providers as budgets to provide services such as connexions are squeezed in preference to cutting direct Council services.

Local Authority Trading Companies providing services on behalf of Councils have found themselves with standstill or reduced budgets to provide the same service year on year, and this has led to proposals for

changes to terms and conditions and pay for our members working there.

### **Local Pay**

Almost half of all local authorities in the South East Region are on local pay arrangements – 36 out of 74. This includes four out of the seven County Councils: (Kent, Surrey, Buckinghamshire and Oxfordshire), three out of 12 Unitary authorities (Medway, West Berkshire and Windsor & Maidenhead) and 29 out of the 55 District and Borough Councils. Pay claims are submitted to local pay employers between October and December each year, and negotiations are pursued by lay officers in branches with the support of Regional Organisers wherever possible.

Whilst it is still not uncommon for District and Borough Councils to pay cost of living increases at a higher level than the NJC settlement, this has started to decline in the face of central government funding cuts. There is also a growing trend amongst County and Unitary Authorities to introduce performance related reward systems. This is the case in Buckinghamshire and Windsor & Maidenhead, with Surrey seeking to follow suit. Pay settlements to the middle of March 2016/17 are 2% in Aylesbury Vale, 1% in Canterbury, 0.6% in Medway, 1.5% in Oxford City.

### **NJC Pay**

The SE Region Local Government Committee convened meetings for all SE local government branches on 13 July 2015 to discuss NJC and local pay claims. The meetings considered lodging 2015/16 pay claims with all employers not on NJC pay, the work required to progress these campaigns and initial branch views.

Following a final offer being received from the NJC employers' on 9 December, an NJC branches meeting was held on 6<sup>th</sup> January 2016 to gather branch views before the NJC Committee on 7 January 2016. Of 34 Branches with NJC members (number down on previous years from mergers) 30 responded with results by the deadline. These 34 Branches had a total of 24,535 members on NJC pay. 21 Branches voted to reject, 8 to accept and one which balloted their 19 members had no-one responded. Of members voting to reject the offer, there was 51.4% support for all out strike action and 52.9% support for action short of a strike.

### **Public Health**

Of the 19 Branches with County and Unitary Authorities in the South East, only 6 reported a pay increase for Public Health staff in 2015. Hampshire and Milton Keynes applied the NJC award,

Buckinghamshire and Windsor & Maidenhead the NHS award and West Sussex and Oxford a local award.

### **Privatisation and Service Delivery issues**

Privatisation continues apace with 5 Councils entering into a single contract for services in February 2016. Four in the South East (Hart, Havant, Vale of White Horse and South Oxfordshire) and one in South West (Mendip) have jointly tendered for a range of back office, parking and facilities services. As a result these contracts were offered across all 5 Councils to Capita and Vinci, with Vinci subcontracting to provide some of the services.

Other councils are increasingly developing models of shared service delivery, some of which are detailed below. This includes the use of virtual providers where staffs are shared between two or three councils, such as Surrey County, East Sussex and Brighton & Hove under the name 'Orbis'. This arrangement will deliver a range of shared functions, including finance, procurement, property, IT, HR, legal services, internal audit, payroll and pensions.

There are a number of devolution bids progressing in the Region which are likely to have a significant impact on service delivery. These include 'Three Southern Counties' (3SC) which has developed out of SE7 (3 County Councils Surrey, East Sussex and West Sussex), 23 District and Borough councils, 3 LEPs, 12 CCGs, 2 Police forces, 2 Police and Crime Commissioners, 1 combined fire authority and the South Downs National Park.

In September 2015, the Hampshire and Isle of Wight Partnership consisting of 15 Councils, 2 national parks and 2 LEPs submitted a bid for a combined authority for Hampshire and the Isle of Wight. A split has since opened up with a rival 'Southern Powerhouse' bid being put together for a Solent combined authority with an elected mayor in May 2017 expected to receive government support.

### **Recruitment and organising**

There are now 64 Local Government Branches in the Region, with a line count membership of 52,500 as at the end of September 2015, a reduction of 6 Branches and 1,900 members on the previous year. 6,015 new local government members joined in 2015, with a further 1,145 joining in the first two months of 2016. At the same time there were 8,290 leavers (inc. student, unemployed and retired members) in 2015 and 1,432 leavers in the first two months of 2016.

The Region now has nine local government branches with less than 100 members, with four having between 47 and 53 members. The 2015/16 Branch assessment has been used to help consider the

future viability of these branches. A meeting of the Local Government District representatives and the nine Branches concerned has been arranged for 28 April to consider future viability and organisational options.

In 2015, two Branch mergers took place, with 3 Unitary Branches covering Reading, Slough and Windsor & Maidenhead joining to form a new Central & East Berks Branch to better share resources and co-ordinate activity. The Bucks County Branch also merged with 4 District Branches in Buckinghamshire, again to share resources and improve local organisation. With the potential employer changes from devolution, changes to social care and a contracting Council workforce, further organisational change is inevitable.

With an expanding private sector and membership in the community service group, the Local Government Committee is continuing to consider how best to organise and represent members.

### **Other items of significance**

The Regional Local Government Committee held an autumn conference and AGM on 18/19 September. Serena Powis was elected Chairperson and Diana Leach Vice-Chairperson. The conference included sessions on NJC pay, local pay and the Trade Union Bill.

The Regional Local Government Spring Conference took place at UNISON Centre on 2 February 2016; with speakers including John McDonnell, Angela Rayner MP and Heather Wakefield. The conference then had workshops on local and national pay, increasing participation and the Trade Union Bill.

UNISON representatives have been appointed to all nine SE Local Pension Boards. Three meetings of Board and LGPS Committee representatives have been held to co-ordinate their work. Hampshire is the only authority to have received Secretary of State approval for a joint Board and Pension Panel, which UNISON considers unlawful. This continues to be challenged through the national LGPS Advisory Board.

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## **7.9 South West**

### **Cuts and redundancies**

The Government's austerity agenda continues to have an impact on jobs and services within the Region. Libraries continue to one of the main areas that are seeing reductions in provision, with other areas tending towards outsourcing or redundancies as a means to reducing costs. Many authorities have reached a point whereby further cuts to terms and

conditions are considered impossible, leaving cuts and redundancies as their only alternative.

### **Pay and conditions**

The level of national pay awards continues to see real terms wages falling, and a number of employers are starting to see recruitment and retention problems in certain areas. The use of 'market forces' supplements are starting to become a topic of conversation, though any funding for such a measure will undoubtedly see reduced spending in other departments.

There has been an increase in the number of employers wishing to discuss 'contribution based, or 'performance related pay', including some councils. In many cases the complexity of such a system tends to see the idea dropped within local authorities, but we believe at least one in the Region intends to implement such a scheme.

### **Privatisation and service delivery issues**

Whilst the trend of privatisation of services has continued, the issue of mutualisation and shared services is becoming an increasing option that employers are looking at. Whilst details remain unclear in many cases, there are undoubtedly going to be savings sought from such moves, with further redundancies being a clear part of any savings plan proposals

### **Recruitment and organising**

Organising around specific local issues such as cuts to terms and conditions or departments continues to see the most success. Recruitment spikes tend to occur where proposals and negotiations are occurring, and ensuring a robust methodology of putting resources into such areas appears to be the most useful effort.

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## **7.10 Cymru/Wales**

The Cymru/Wales Local Government Committee meets five times a year and its work programme is determined and updated at an autumn two day seminar and meeting. In between meetings the work programme is monitored and progressed by a secretariat made up of the committee's Chairperson and Vice Chairperson and the Wales representatives on the SGE and the NJC committees, along with the Cymru Wales Head of Local Government. Cymru/Wales sector committees exist in Further Education, Careers, Social Services, BAOT and Schools which are supported by organising staff and these sector committees meet on average three times a year. The Cymru Wales Local Government Service Group works with the other NJC trade unions and the Welsh Local

Government Association (WLGA) through the Joint Council for Wales.

### **Campaigning against Cuts and Redundancies**

UNISON has continued to rigorously campaign for fair funding for local government in Wales which has played no small part in ensuring that Wales has not suffered the magnitude of cuts that have devastated large parts of local government in England. The Welsh Government's (WG) 2016-17 settlement for local government was projected to be cut by 5% but in the end the reduction was kept below 2%.

However, cuts to jobs and services have still been painful with the staffing headcount in local government in Wales now reduced by around 20,000 since 2009. However, most of these job losses continue to be managed through voluntary severance packages, with most councils still committing to avoiding compulsory redundancies.

UNISON's campaigning has also ensured that English style council tax freezes are not making matters worse, with the average increase in council tax rises across Wales in 2016 set to be around 4% and no councils opting for a freeze.

In 2016, following extensive lobbying, colleges across Wales had their funding protected in the 2016/17 budget but this will still lead to a real terms cut once inflation and other costs are taken into account.

The Welsh Government (WG) owned Careers Wales Company has seen a 57% reduction in core budget funding over recent years: from £42m in 2010-11 to a projected £18m in 2016-17. Even in this bleak picture, UNISON has had some lobbying success in getting additional WG project income streams into the Careers Wales Company to supplement the reduced core funding.

### **Pensions, Pay and Conditions Negotiations & Campaigns**

UNISON has continued to campaign to make the Local Government Pension Scheme (LGPS) funds in Wales more effective and accountable, by training up over 40 activists to be prepared to be scheme member representatives on the newly created Pension Boards. This ensured that UNISON now has scheme member representatives on each of the 8 Wales LGPS Fund Boards and as a result has increased the union's capacity to scrutinise and positively intervene in the management of the LGPS funds in Wales. In addition UNISON Wales has established a LGPS Governance Forum to organise and support our LGPS Fund Board and Committee members in their roles.

From 1<sup>st</sup> April 2016 all classroom-based school support staff and college technicians/demonstrators

will be professionally registered by the recently created Education Workforce Council. Since October 2015 UNISON has been running a recruitment and organising campaign around this registration issue and the need for employers to reimburse the registration fee for this group of workers. This has generated much publicity and some success with, to date, half of the 22 local authorities now agreeing to cover these costs.

In Further Education UNISON Wales has continued to have some success in winning pay rises for members and this year is no exception, with the employers' body Colegau Cymru making a 1% pay offer, which UNISON is consulting on, in contrast to the 0% offered in England.

### **Single Status and Equal Pay**

2015 saw the final two councils, Anglesey and Newport, implement job evaluation and introduce revised equality proofed salary structures. All councils have now settled the bulk of their historical equal pay back pay claims. However, with local government restructuring now on the horizon in Wales, UNISON has been lobbying Welsh Government, the Welsh Local Government Association and, the newly created, Public Services Staff Commission to pursue a one Wales approach to future pay and grading reviews to ensure commonality and equity across the new merged councils when they are eventually created.

### **Privatisation**

UNISON continues to campaign against councils who consider any type of privatisation and outsourcing and has highlighted this issue through the Workforce Partnership Council, the Joint Council for Wales and by direct representation to Welsh Government. However, the Welsh Government appears intent on driving through the establishment of community mutual or co-operative organisations as "alternative delivery models" to providing public services. But UNISON has had some successes on the ground, most notably Neath Port Talbot council's recent decision to withdrawal proposals to outsource all of their adult services. Later in 2016 UNISON will be launching an anti-privatisation campaign tools kit, developed from a recent UNISON submission to a Welsh Government consultation.

### **Recruitment and Organising**

Following a very successful recruitment year in 2014, there was a bit of a reality check in 2015 with a net loss of members of around 2000 across local authority branches in Wales. However this was in the context of a reduced workforce of over 4000 during this period and some strong recruitment performances in a number of branches. Figures from

the end of 2015 and the beginning of 2016, however, show significant improvement in recruitment as the UNISON Wales co-ordinated Fighting Fund Organisers schools campaign gathers pace. The aim in Wales is to continue to develop the positive work of the schools campaign and organise and recruit around other issues on the ground e.g. opposing privatisation; preparing for local Government restructuring and driving forward our campaigning for the Ethical Care Charter.

### **Influencing the Welsh Government**

UNISON holds the staff side secretary position for both the Joint Council for Wales and the Local Government Group of the Workforce Partnership Council (a tripartite public sector consultation and negotiation body bringing together Welsh Government, public sector employers and the trade unions). In addition UNISON has a representative on a Welsh Government Finance Futures Panel (to inform and shape Ministerial consideration of the core principles of a finance system and possible future models for funding local government, reducing complexity and clarifying accountability); Welsh Government's Transition to Social Care Wales Research Subgroup (group looking into the transition of the Care Council of Wales to, the soon to be created, Social Care Wales) and the Workforce Partnership Council's Living Wage in Local Government Technical Group (to consider how the Living Wage could be adopted by Local Authority employers for directly employed staff on a consistent basis, together with an understanding of associated costs of taking such an approach).

UNISON Wales has submitted evidence (written and verbal) and made representations to the Welsh Government in respect of the draft Local Government (Wales) Bill; Alternative Delivery Models in Public Service Delivery; Youth Work Education Workforce Council Registration Consultation; Factors that affect the recruitment and retention of domiciliary care workers consultation and zero hours contracts.

UNISON Wales has also provided written and verbal evidence to the Welsh Assembly's Communities, Equality and Local Government Committee on the Draft Local Government (Wales) Bill.

In addition, UNISON has also had face to face meetings with the Minister for Public Services; the Health and Social Services Minister, Education Minister and Deputy Minister for Skills and Technology. Amongst the issues discussed were the submissions detailed above; FE Wales funding; LG budgets and pay; careers funding; the Ethical Care Charter; integration of Health and Social Care and local government restructuring.

### **7.10 Cymru/Wales**

Mae Pwyllgor Llywodraeth Leol Cymru/Wales yn cwrdd pum gwaith y flwyddyn a phennir ei raglen waith a'i diweddu mewn seminar a chyfarfod deuddydd yn yr hydref. Rhwng y cyfarfodydd caiff y rhaglen waith ei monitro a'i datblygu gan ysgrifenyddiaeth sy'n cynnwys Cadeirydd ac Is-gadeirydd y pwyllgor a chynrychiolwyr Cymru ar bwylgorau SGE a NJC, ynghyd â Phennaeth Llywodraeth Leol Cymru/Wales. Mae pwyllgorau sector Cymru/Wales yn bodoli mewn Addysg Bellach, Gyrfaedd, Gwasanaethau Cymdeithasol, BAOT ac Ysgolion a gefnogir gan staff trefnu ac mae'r pwyllgorau sector hyn yn cyfarfod dair gwaith y flwyddyn ar gyfartaledd. Mae'r Grŵp Gwasanaethau Llywodraeth Leol Cymru/Wales yn cydweithio ag undebau llafur NJC eraill a Chymdeithas Llywodraeth Leol Cymru (CLILC) drwy Gyngor Cyswllt Cymru.

### **Ymgyrchu rhag Toriadau a Cholli Swyddi**

Mae UNSAIN wedi parhau i ymgyrchu'n gryf am ariannu teg i lywodraeth leol yng Nghymru gan gyfrannu'n sylweddol at sicrhau na ddioddefodd Cymru yr un lefel o doriadau a effeithiodd yn ddifrifol ar lawer iawn o lywodraethau lleol yn Lloegr. Rhagwelwyd y byddai setliad llywodraeth leol gan Lywodraeth Cymru (LIC) ar gyfer 2016-17 yn doriad o 5% ond llwyddwyd yn y pen draw i'w gadw'n is na 2%.

Fodd bynnag, bu toriadau i swyddi a gwasanaethau yn niweidiol wrth i nifer y staff sydd mewn llywodraeth leol yng Nghymru nawr leihau rhyw 20,000 ers 2009. Fodd bynnag, parheir i lwyddo i ddelio â'r colli swyddi hyn drwy becynnau ymddiswyddo gwirfoddol, gyda'r rhan fwyaf o gynghorau parhau i ymrwymo i osgoi diswyddiadau gorfolol.

Mae gwaith ymgyrchu gan UNSAIN wedi llwyddo hefyd i sicrhau bod rhewi'r dreth gyngor yn y modd a wneir mewn cynghorau yn Lloegr wedi atal pethau rhag gwaethygu, gyda'r cynnydd ar gyfartaledd mewn codiadau yn y dreth gyngor ledled Cymru yn 2016 yn debygol o fod tua 4%, gyda dim un o'r cynghorau yn dewis rhewi.

Yn 2016, yn dilyn gwaith lobio eang, diogelwyd cyllidebau colegau ledled Cymru yng nghyllideb 2016/17 ond bydd hyn yn golygu toriad serch hynny mewn termau real o ystyried chwyddiant a chostau eraill.

Mae Cwmni Gyrfa Cymru, sydd dan berchnogaeth Llywodraeth Cymru (LIC) wedi profi gostyngiad o 57% yn ei gyllideb graidd dros y blynnyddoedd diwethaf: o £42m yn 2010-11 i swm o £18m a

ragwelir ar gyfer 2016-17. Hyd yn oed yn y sefyllfa ddu hon, cafodd UNSAIN grym lwyddiant wrth lobio i gael rhai ffynonellau incwm ychwanegol mewn prosiectau a ariennir gan LIC, i Gwmni Gyrfa Cymru ar ben yr arian craidd gostyngol.

### Negodi ac Ymgyrchoedd ar Bensiynau, Cyflog a Thelerau

Mae UNSAIN wedi parhau i ymgyrchu i wneud cronfeydd y Cynllun Pensiwn Llywodraeth Leol (LGPS) yn fwy effeithiol ac atebol, drwy hyfforddi dros 40 o ymgyrchwyr i fod yn barod i fod yn gynrychiolwyr o aelodau'r cynllun ar y Byrddau Pensiwn newydd a sefydlwyd. Sicrhodd hyn bod gan UNSAIN gynrychiolwyr o aelodau'r cynllun ar bob un o'r o Fyddau Ariannu'r LGPS erbyn hyn, ac o ganlyniad wedi cynyddu gallu'r undeb i graffu ac ymyrryd yn gadarnhaol yn rheolaeth o gronfeydd yr LGPS yng Nghymru. Yn ogystal, sefydlodd UNSAIN Fforwm Llywodraethu LGPS i drefnu ac i gefnogi aelodau Bwrdd a Phwyllgor yr LGPS yn eu swyddogaethau.

O 1 Ebrill 2016 bydd holl holl staff cymorth mewn dosbarthiadau mewn ysgolion a thechnegwyr / arddangoswyr mewn colegau yn cael eu cofrestru'n broffesiynol gan Gyngor y Gweithlu Addysg a grëwyd yn ddiweddar. Ers mis Hydref 2015 bu UNSAIN yn cynnal ymgyrch reciwtio a threfnu ar gyfer y mater hwn o gofrestru a'r angen i gyflogwyr ddigolledu'r ffi gofrestru hon ar gyfer y grŵp hwn o weithwyr. Rhoddyd cryn sylw i hyn yn gyhoeddus a chafwyd cryn lwyddiant hefyd hyd yma wrth i hanner y 22 awdurdod lleol yn cytuno'n awr i ysgwyddo'r costau hyn.

Mewn Addysg Bellach, mae UNSAIN Cymru wedi parhau, gyda chryn lwyddiant i sicrhau codiadau cyflog i aelodau ac felly y bu eleni hefyd wrth i Golegau Cymru, corff y cyflogwyr, gynnig codiad o 1%, sydd yn destun ymgynghori gan UNSAIN ar hyn o bryd, o'i gymharu â'r 0% a gynigiwyd yn Lloegr.

### Statws Sengl a Chyflog Cyfartal

Yn 2015 gwelwyd y ddua gyngor olaf, Ynys Môn a Chasnewydd, yn rhoi gwerthuso swyddi ar waith a chyflwyno strwythurau cyflog diwygiedig a brofwyd o ran cydraddoldeb. Bellach mae'r holl gynghorau wedi setlo'r rhan helaeth o'u hawliadau hanesyddol am ôl-daliadau cyfartal. Fodd bynnag, gydag ailstrwythuro llywodraeth leol bellach ar y gweill yng Nghymru, bu UNSAIN yn lobio Llywodraeth Cymru, Cymdeithas Llywodraeth Leol Cymru a'r Comisiwn Staff y Gwasanaethau Cyhoeddus newydd, i anelu at un dull cyffredin i Gymru ar gyflog i'r dyfodol ac adolygiadau ar radio er mwyn sicrhau cysondeb a chydraddoldeb ar draws y cynghorau newydd a unir wedi iddynt gael eu creu yn y pen draw.

### Preifateiddio

Mae UNSAIN yn parhau i ymgyrchu yn erbyn cynghorau sy'n ystyried unrhyw fath o breifateiddio ac allanol ac wedi amlygu'r mater hwn drwy Gyngor Partneriaeth y Gweithlu, Cyd-gyngor Cymru a thrwy gyfathrebu'n uniongyrchol â Llywodraeth Cymru. Fodd bynnag, ymddengys bod Llywodraeth Cymru'n benderfynol o yrru ymlaen wrth sefydlu sefydliadau cymunedol cydfuddiannol neu gydweithredol fel "modelau cyflawni amgenach" i sefydlu gwasanaethau cyhoeddus. Fodd bynnag, cafodd UNSAIN rai llwyddiannau yn lleol, yn fwyaf amlwg gyda phenderfyniad diweddar cyngor Castell-nedd a Phort Talbot i dynnu cynigion yn ôl i allanol ei holl wasanaethau oedolion. Yn ddiweddarach yn 2016 bydd UNSAIN yn lansio pecyn cymorth ymgyrch rhag preifateiddio, a ddatblygwyd yn sgil ymateb diweddar gan UNSAIN i ymgynghoriad gan Llywodraeth Cymru.

### Recriwtio a Threfnu

Yn dilyn blwyddyn lwyddiannus o reciwtio yn 2014, cafwyd tipyn o agoriad llygad yn 2015 gyda gostyngiad o thua 2000 net o aelodau ledled canghennau'r awdurdodau lleol yng Nghymru. Fodd bynnag, digwyddodd hyn yng nghyd-destun lleihad yn y gweithlu o dros 4000 yn ystod y cyfnod a rhai perfformiadau reciwtio cryf mewn amryw o ganghennau. Serch hynny, dengys ffigurau o ddiwedd 2015 ac ar ddechrau 2016, gynnydd sylweddol mewn reciwtio wrth i ymgyrch gydlynol ysgolion UNSAIN Cymru, Trefnwyd y Gronfa Ymgyrchu, fynd o nerth i nerth. Y nod yng Nghymru yw parhau i ddatblygu'r gwaith da ar yr ymgyrch ysgolion a threfnu a reciwtio yngylch materion eraill ar lawr gwlad e.e. gwrthwynebu yn erbyn preifateiddio; paratoi ar gyfer ailstrwythuro Llywodraeth leol a gyrru'n hymgyrch ymlaen ar y Siarter Gofal Moesol.

### Dylanwadu ar Lywodraeth Cymru

Mae UNSAIN yn dal y swydd ysgrifenyddol ar yr ochr staff ar gyfer Cyd-gyngor Cymru a Grŵp Llywodraeth Leol o Gyngor Partneriaeth y Gweithlu (corff tridarn ymgynghori a negodi sector cyhoeddus, sy'n dod â Llywodraeth Cymru, cyflogwyr sector cyhoeddus a'r undebau llafur ynghyd). Yn ogystal, mae gan UNSAIN gynrychiolydd ar Banel Dyfodol Arian Llywodraeth Cymru (i hysbysu a llunio ystyriaethau Gweinidogol o egwyddorion craidd system ariannol a modelau posibl i'r dyfodol ynglŷn ag ariannu llywodraeth leol, lleihau cymhlethdod a chael eglurdeb ar atebolwydd); Is-grŵp Ymchwil Llywodraeth Cymru ar Bontio i Ofal Cymdeithasol (sef grŵp sy'n edrych ar y gwaith o bontio o Gyngor Gofal Cymru i'r corff

newydd arfaethedig, Gofal Cymdeithasol Cymru) a Grŵp Technegol Cyflog Byw mewn Llywodraeth Leol o Gyngor Partneriaeth y Gweithlu (i ystyried sut ellid mabwysiadu'r Cyflog Byw gan gyflogwyr Llywodraeth Leol yn gyson ar gyfer staff a gyflogir yn uniongyrchol, ynghyd â dealltwriaeth o'r costau sydd ynghlwm â dull o'r fath).

Mae UNSAIN Cymru wedi cyflwyno tystiolaeth (ysgrifenedig ac ar lafar) a barn ger bron Llywodraeth Cymru mewn perthynas â'r Bil Llywodraeth Leol (Cymru); Modelau Cyflawni Amgen mewn Darparu Gwasanaethau Cyhoeddus; Ymgynghoriad Cofrestru Cyngor y Gweithlu Addysg ar Waith Ieuenciad; Ymgynghoriad a chontractau dim oriau ar Ffactorau sy'n effeithio ar reciwtio a chadw gweithwyr gofal cartref.

Mae UNSAIN Cymru wedi darparu tystiolaeth ysgrifenedig a llafar i Bwyllgor Cynlliad Cymru ar Lywodraeth Leol, Cymunedau a Chydraddoldeb ar Fil Drafft Lywodraeth Leol (Cymru).

Yn ogystal, mae UNSAIN wedi cynnal trafodaethau wyneb yn wyneb â'r Gweinidog Gwasanaethau Cyhoeddus; y Gweinidog dros lechyd a Gwasanaethau Cyhoeddus, y Gweinidog Addysg a'r Dirprwy Weinidog dros Sgiliau a Thechnoleg. Ymysg y materion a drafodwyd oedd y cyflwyniadau a drafodwyd uchod; ariannu Addysg Bellach yng Nghymru; cyllidebau a chyflog Llywodraeth Leol; ariannu gyrfaoedd, Siarter Gofal Moesol, integreiddio lechyd a Gofal Cymdeithasol ac ailstrwythuro llywodraeth leol.

## 7.11 West Midlands

### Cuts and redundancies

There have been significant redundancies in the large metropolitan authorities for the fourth year running. This has led to the loss of many skilled and experienced activists across the Region. The likelihood is that this will continue for the forthcoming future, and the shape of local government is likely to be changed (for the worse) considerably, with the ending of many/all non statutory functions, and the shrinking of statutory functions.

In-house refuse collection has faced many cuts and the adult care sector is struggling to survive. Academisation grows at a pace, with increasing multi-chain academies spanning branches. This brings its challenges for local activists and Regional staff to ensure regular communication with all members.

UNISON is working with local groups in some councils to lobby the government and raise awareness of the issues.

In Birmingham a broad campaign is underway to battle back against the cuts, which have continued at a savage rate since 2010.

### Pay and conditions

Attacks on pay and conditions grow all the time. Many local authorities are now looking to move away from Green Book conditions, which are being eroded consistently in both metropolitan and county authorities. In particular the Region has seen attacks on sick pay and annual leave.

### Privatisation and service delivery issues

This is a particular issue in rural authorities where the rush to central council shrinkage gathers speed. In metropolitan councils the move is more towards ceasing to provide services, rather than outsourcing.

### Recruitment and organising

Recruitment was disappointing in 2015 in local government, after several years of standstill (which was commendable in the circumstances). Some of the county branches have, however, maintained a reasonable level of recruitment, but figures in the metropolitan authorities were disappointing.

There is evidence that the increasing number of leavers we have seen in previous years seems to have stabilised somewhat.

### Living Wage

The Living Wage is being used as a campaigning tool and one around which we can recruit.

In addition, if the removal of DOCAS goes ahead there is a significant opportunity for recruitment.

## West Midlands Combined Authority

The West Midlands Combined Authority (WMCA) will be established in the region from 1<sup>st</sup> June 2016 and UNISON will be seeking a seat on the board. The Region has increased our ability to influence the LGPS by getting scheme member reps on 4 of the 5 regional pension .

## 7.12 Yorkshire/Humberside

### Cuts and redundancies

A report that was presented to the Yorkshire & Humber TUC by the Centre for Local Economic Strategies put the total number of public sector job losses across the region at 73,000 between 2010 and 2014. Within this context our membership numbers have held up well. However, the cuts are beginning to have a deeper impact on our

membership numbers. Since 2010, 9,200 members have been lost from the Yorkshire & Humberside Local Government Service Group, with some 4,100 of those losses coming in the last year alone.

### **Pay and conditions - including Public Health**

A number of councils have incorporated cuts to terms and conditions within their 2016/17 budgets. Whilst collective agreements have been reached on revisions to Part 3 terms and conditions in some councils, there is the possibility of local disputes in some other councils, particularly those that have already experienced some diminution of terms and conditions in recent years. Councils are taking various approaches to Public Health employees' terms and conditions, ranging from a wholesale move of PH staff from NHS to council terms and conditions to a do nothing approach, and various positions in between.

Twelve councils now pay the Living Wage, with only one council adopting UNISON's Ethical Care Charter, although pressure is being and has been applied to many councils and there are signs more will sign up at a future date.

We have now reached local agreements with a significant number of employers around holiday pay.

### **Privatisation and service delivery issues**

There is an emerging picture of councils exploring outsourcing options, particularly in adult social care. One council is currently in the process of outsourcing its property services, which will result in approximately 800 jobs being outsourced. UNISON has secured a number of commitments around workforce issues, including payment of the Living Wage. Since October 2014 Doncaster's children's services have been delivered by an independent trust, which has been selected as the lead organisation for the South Yorkshire hub within the proposed Regional Adoption Agency. The implications for staff are as yet unknown but there is the potential for TUPE transfers to the Trust.

### **Recruitment and organising**

Recruitment performance has been encouraging within an increasingly challenging context of continuing and deepening cuts. Branches that have bought in to the Fighting Fund have generally seen above average levels of recruitment and certainly greater recruitment than those branches not buying in to the fighting fund. Over the coming year a small team of organisers will be deployed on identified, intensive, targeted organising/campaign initiatives.

### **Reductions to trade union facilities**

A number of councils are factoring in reductions to spending on trade union facilities to their Medium Term Financial Strategies. Two branches have already been adversely affected, although the significant reductions in the overall numbers of employees create difficulties maintaining the status quo. This will clearly be a continuing challenge for us irrespective of the Trade Union Bill.

## APPENDIX A

# Composition of National Service Group Committees and UNISON Representatives on National Negotiating Bodies 2015/2016

### Local Government Service Group Executive

Graeme Anderson (Food Standards Agency), Jane Armitage (South East), Carol Ball (Scottish Local Government Committee), Rosie Bartram (East Midlands), Wendy Bond (West Midlands), Gabrielle Carton (Northern Ireland), Keith Circuit (East Midlands), Mark Evans (Cymru/Wales), Mark Ferguson (Scotland), Mike Forster (Yorkshire and Humberside until April), Heather Ffrench (Eastern), Paul Gilroy (NEC), Sue Glithero (NJC Committee), Jeffrey Grace (Eastern), Samina Grant (FE & 6<sup>th</sup> Form Colleges Committee), Brenda Hall (North West), Daphne Harper (Northern Ireland), Paul Holmes (NEC), Pam Howard (Shadow Schools Sector Committee), David Hughes (West Midlands), Jane Illes (NJC Committee), Edwin Jeffries (NJC Committee), Susan Kennedy (Scotland), Jeanette Lloyd (East Midlands), Alison MacCorquodale (Scotland), John McLoughlin (Greater London), Wendy Nichols (NEC), Kris Osborne (South West), Colin Paterson (Scottish Local Government Committee), Sue Plain (Greater London), Lynn Poulton (NEC), Dave Rees (Youth and Community Workers Committee), Stephen Robertshaw (Care Quality Commission Committee), Tina Roche (Northern), Kim Russell (Shadow Schools Sector Committee), Shirley Scott (Northern), Helen Steel (Greater London), Chris Tansley (NJC Committee), Carolyn Thompson (Ofsted Committee), Nixon Tod (FE & 6<sup>th</sup> Form Colleges Committee), Angela Waller (Yorkshire and Humberside), Laney Walsh (West Midlands), Helena Watson (Cymru / Wales), Glen Williams (North West), Huw Williams (South West), Rena Wood (North West), Jon Woods (South East), Julie Wynn (Northern)

Secretary: Heather Wakefield

Senior National Officer: Mike Short

Committee Administrator: Indira Patel

### Sector committees

#### FE Sixth Form and Colleges Committee

Jolene Barratt (Eastern), Nettie Buswell (South East), Dawn Casey (East Midlands), Glenn Clift (South East), James Delaney (Greater London), Dave Ellis (Yorkshire and Humberside), Karen Fisher (South East), Julia Fleming (North West), Samina Grant (Eastern), Josie Gray (West Midlands), Chris Greenshields (Scotland), Chris Harding (Northern), Adam Hartman (Greater London), Steve Hazel (Northern), Jeanette Kitteringham (Yorkshire and Humberside), Chris

Patching (North West), Hazel Perry (Eastern), Stephen Riby (South East), George Rice (Scotland), Shirley Sephton (Scotland), Robert Stoker (Yorkshire and Humberside), Nixon Tod (North West), Graham Walmsley (North West), Carol Warren (East Midlands)

National Officer: Beth Bickerstaffe

Assistant National Officer: Abigail Coombs

#### FE Support Staff Trade Union Side:

Nixon Tod, Samina Grant, Dave Ellis

#### Sixth Form Colleges Trade Union Side

Jolene Barrett, Nettie Buswell, Jeanette Kitteringham and Robert Stoker

Secretary: Ben Thomas

#### UNISON NJC Committee

Mohammad Abuzahra (Housing), Wendy Bond (West Midlands), Linda Boyer (North West), Seán Fox (Greater London), Sue Glithero (North West), Jeff Grace (Eastern), Janet Green (Northern), Irene Graham (Northern Ireland), Jason Horan (Craft Workers), John Hughes (Chief Officers), Jane Illes (Cymru/Wales), Edwin Jeffries (Northern), Adrian Kennett (Yorkshire & Humberside), Robin Konieczny (Youth and Community Workers), Sue Laws (West Midlands), Diana Leach (South East), Jeanette Lloyd (East Midlands), Jo Mace-Butler (South West), Anne MacMillan Wood (East Midlands), Maggie Montgomery (Northern Ireland), Elaine Mullan (Community and Voluntary Sector), Sue Plain (Greater London), Jim Price (West Midlands), Phil Reynolds (South East), Val Rogacs (Eastern), Steve Ryles (South West), Maggie Simpson (Cymru/Wales), Stella Smethurst (Yorkshire & Humberside), Helen Steel (Greater London), Chris Tansley (East Midlands), Paul Warburton (Public Sector) Rena Wood (North West), Diane Wright (Northern Region)

Secretary: Heather Wakefield

National Officer: Gill Archer

Assistant National Officer: Sarah Pearce

Committee Administrator: Phena Symons

### **UNISON NJC Trade Union Side**

Mohammad Abuzahra (Housing), Wendy Bond (West Midlands), Linda Boyer (North West), Seán Fox (Greater London), Sue Glithero (North West), Jeff Grace (Eastern), Irene Graham (Northern Ireland), Janet Green (Northern), Jane Iles (Cymru/Wales), Edwin Jeffries (Northern), Adrian Kennett (Yorkshire & Humberside), Sue Laws (West Midlands), Diana Leach (South East), Jeanette Lloyd (East Midlands), Jo Mace-Butler (South West), Anne MacMillan Wood (East Midlands), Maggie Montgomery (Northern Ireland), Elaine Mullan (Community and Voluntary Sector), Sue Plain (Greater London), Jim Price (West Midlands), Phil Reynolds (South East), Val Rogacs (Eastern), Steve Ryles (South West), Maggie Simpson (Cymru/Wales), Stella Smethurst (Yorkshire & Humberside), Helen Steel (Greater London), Chris Tansley (East Midlands), Paul Warburton (Public Sector) Rena Wood (North West), Diane Wright (Northern Region)

Secretary: Heather Wakefield

National Officer: Gill Archer

Assistant National Officer: Sarah Pearce

Committee Administrator: Phena Symons

### **UNISON NJC TRADE UNION SIDE EXECUTIVE**

Heather Wakefield (Trade Union Side Secretary), Gill Archer (Assistant Trade Union Side Secretary), Jeanette Lloyd, (East Midlands), Jane Iles (Cymru/Wales), Chris Tansley (East Midlands) Sarah Pearce (Trade Union Side Secretariat), Phena Symons (Trade Union Side Secretariat)

### **Scottish Joint Council**

General Seat; Scott Donohoe, Mark Ferguson, Steven Larkin, Phil McGrogan, Martin Murray, K McCallum, A Nicol, Stephen Smellie

Women's Seat; Brenda Aitchison, Carol Ball, Alison McCorquodale, Susan Shannon, Pam Robertson, Inez Teece, Lorraine Thomson, Vacancy

Low Paid Women's Seat; Susan Kennedy, Hazel Marshall.

Secretary: Dougie Black

Chair of SLGC: Mark Ferguson

### **Chief Officers and Senior Managers Committee**

John Hughes (Cymru/Wales): Phil Reynolds (South East): Vacancy (South West): John Robinson (Eastern): Vacancy (East Midlands): Vacancy (Greater London): Vacancy (Northern): Vacancy (North West): Vacancy (West Midlands): Jonathan Mordecai (Yorkshire & Humberside)

Secretary: Mike Short

Assistant National Officer: Marilyn Bailey

### **Care Quality Commission Committee**

Pauline Marshall (Eastern); James Pitts, (Greater London); Robert Clarke/Susannah Cooke, (Northern job share), Marian Whittam, (North West); Vacancy, (South East); Vacancy (South West); Martin Brown, (West Midlands); Stephen Robertshaw, (Yorkshire and Humberside) (Service Group Executive) (CQC Convenor) Vacancy (East Midlands) Darren Smith (NHS Professionals)

National Officer: Helga Pile (Health)

Assistant National Officer: Matthew Egan

Administration Support: Colette Whitehead

### **FSA/FSS Sector Committee**

Graeme Anderson (FSS), Richard Collier (FSA-Yorkshire & Humberside), Alan Colson (FSA-South East), Graham Cross (FSA-Cymru/Wales), John Rowland (FSA-South West), Mark Haylett (FSA-East Midlands), Martin Hope (FSA-North West), Terry Shinton (FSA-West Midlands), Alan Howarth (FSA-Northern), Chris Tozer (Eastern), 3 vacancies for contractor representatives

Secretary: Paul Bell

### **OFSTED Committee**

Monica Hargreaves (North West), Caroline Oldham (East Midlands), Carolyn Thompson (West Midlands), Keith Riley (South West), London (vacancy), Eastern (vacancy), South East (vacancy) and Northern and Yorkshire and Humberside (vacancy)

Secretary: Ben Thomas

### **School Sector Committee**

Sue Ryles (Eastern), Jackie Dean (East Midland), Neil Ploughman (East Midland), Hugo Pierre (Greater London), Rosemary Plummer (Greater London), Diane Wright (Northern), Lori Ashbridge (Northern), Gabrielle Carton (Northern Ireland), Marianne Buick (Northern Ireland), Cathryn Baggaley (North West), Pam Howard (North West), Carol Ball (Scotland), Avril Brady (Scotland), Denise Knutsen (South East), Belinda Burton (South West), Craig Martin (South West), Alison Boshier (Cymru/Wales), Kim Russell (Cymru/Wales), Richard Harty (West Midlands), Carol Garfield (West Midlands), Wendy Ellis (Yorkshire and Humberside), Julie Toyne (Yorkshire and Humberside), Wendy Bond (NJC),

National Officer - Chris Faby

Assistant National Officer – Ruth Levin

### **Youth and Community Workers Committee**

David Rees (Cymru/Wales): Robin Konieczny (Eastern): Valerie Walbrook (East Midlands): Julie West

(Greater London): Vacancy (Northern); Paul Walsh (North West Representative1): Eddy Redmond (North West Representative2): Vacancy (South East): Vacancy (Northern Ireland); Vacancy (South West); Vacancy (West Midlands): Gareth Burdon (Yorkshire & Humberside)

Secretary: Mike Short

Assistant National Officer: Marilyn Bailey

Rob Evans from Cymru/Wales Region was a member of Local Government Service Group Executive, Chief Officers and Senior Managers Committee, UNISON NJC Committee and UNISON NJC Trade Union Side until his death in December 2015.

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## **SERVICE GROUP WIDE FORUMS**

### **Careers Service/Connexions Forum**

Nigel Ball (Yorkshire and Humberside), Sarah Cawston (South East), Derek Cheyne (Scotland), Charlie Friel (West Midlands), Gareth John – job share (Wales), Tony Mclean – job share (Wales), vacancy (North West), Terry McPartland (Northern) Tina Roche (SGE), Ali Sheriff (Eastern), Vacancy (Greater London), Vacancy (South West)

Secretary: Jon Richards

Senior National Officer: Donna Rowe-Merriman  
Assistant National Officer: Denise Bertuchi

### **Fire and Rescue Forum**

Belinda Moroney (Eastern and Vice Chair), Peter Clement (East Midlands), Tony Philips (Greater London), Deborah McTomney (Northern), Paul Warburton (North West and Chair), Derek Jackson (Scotland), Michael Baker (South East), Andy Fowler (South West), Ian Smith (Cymru/Wales), Angela Johnson (West Midlands), Carl Pike (Yorkshire and Humberside)

Assistant National Officer: Natalie Ntim  
Committee Administrator: Phena Symons

### **Home Care Forum**

Polly Smith (Eastern); Kaye Aris (East Midlands); Caroline Firmin (Greater London); vacancy (Northern); Vacancy (Northern Ireland); Sharon Jones (North West); Veronica Hepburn (Scotland); Joan Richardson (South East); Joan Attwooll (South West); Shirley Johns (Cymru/Wales); Sue Brealey (West Midlands); Carol Ring (Yorkshire/Humberside); Sue Plain (Service Group Executive Greater London); vacancy (Private Agency Representative – 1); vacancy (South West/ Private Agency Representative - 2); Jackie Lewis (Social Care Forum); Graeme Ellis (Community & Voluntary Representative); Chris Tansley (Social Care Forum);

Assistant National Officer: Matthew Egan  
Administration Support: Colette Whitehead

### **Social Care Forum**

Alison Birmingham (Eastern); David J Lambert, (Eastern - Additional Seat 1); Chris Tansley, (East Midlands); Jackie Lewis, (Greater London); Vacant (Northern); Vacant, (Northern Ireland); Pauline Cripps, (North West); Stephen Smellie, (Scotland); Alan Clyne, (South East); Jo Mace- Butler, (South West); Ian Robins, (Cymru/Wales); Sue Brealey, (Homecare Representative to the Social Care Forum 1); Polly Smith Homecare Representative to the Social Care Forum; Pauline Bailey, (Yorkshire/Humberside); Glen Williams, (Service Group Executive); Kim Russell, (Service Group Executive); Tony Harmson, (Additional Seat 1 North Western); David J Lambert, (Additional Seat 2); Kaye Aris, (Additional Seat 3); Kevin Jackson, (Community & Voluntary); Penelope Forman, CAFCASS/ Vacancy, (Health Group Representative Job Share); Vacancy, (Health Group Representative Job Share 2)

Assistant National Officer: Matthew Egan

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## **WORKING GROUPS**

### **LGPS Working Group**

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Paul Gilroy, Paul Holmes, Jeanette Lloyd, Helena Watson (England and Wales), Mark Ferguson and Susan Kennedy (Scotland), Gabrielle Carton (Northern Ireland)

### **Pay and Service Conditions Working Group**

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Sue Glithero, Edwin Jeffries, Wendy Bond, Helen Steel, Angela Waller and Pam Howard (as SGE representatives from English Regions); Gabrielle Carton (as SGE representatives from Northern Ireland); Mark Ferguson and Susan Kennedy (as SGE representatives from Scotland) and Mark Evans and Helena Watson (as SGE representatives from Wales)

### **Recruitment and Organising Working Group**

Jane Armitage, Carol Ball, Rosie Bartram, Mark Evans, Mike Forster (until April), Nixon Tod, Tina Roche, Kim Russell, Helena Watson and Glen Williams

### **Service Delivery Working Group**

Glen Williams (SGE Chair), Carol Ball (SGE Vice Chair), Brenda Hall, Julie Wynn and Angela Waller (English Regions); Gabrielle Carton and Daphne Harper (Northern Ireland); Mark Ferguson, Alison

MacCorquodale and Susan Kennedy (Scotland);  
Mark Evans, Anita Lewis and Helena Watson (Wales)

**SGE/National Self Organised Groups Liaison Committee**

Pam Howard (SGE); Jeffrey Grace (SGE); Kim Russell (SGE); Rena Wood (SGE); Jackie Lewis (Lesbian, Gay, Bisexual and Transgender Committee); Eileen Best (Lesbian, Gay, Bisexual and Transgender Committee); Margaret Greer (National Black Members' Committee); Kim Johnson (National Black Members Committee); Jane Gebbie (National Women's Committee); Maggie Griffin (National Women's Committee); Elizabeth Cameron (National Disabled Members Committee); Craig Martin (National Disabled Members Committee)

## Appendix B

### 2015 Local Government Service Group Conference Decisions

1. Local Government NJC Pay Campaign  
**Withdrawn**
3. Outsourcing and Procurement within Local Government  
**Carried as Amended: 3.1**
4. Stop the mutualisation of the fire service  
**Carried**

Composite A (Motions 5, 17 and related amendments) - Local Government Cuts - the impact on jobs and services  
**Carried as Amended: A.1, A.2**

Composite B (Motions 6 and 9) - Organising in Schools  
**Carried**
7. Outsourcing, Pay and National Joint Council (NJC) Terms and Conditions  
**Carried**
8. Campaign for a fairer funding settlement for Local Government  
**Carried**
10. Where next for Libraries and Leisure Services?  
**Carried**
11. Defending youth services and youth workers  
**Carried**
12. Food Standards Agency - Pay, Terms and Conditions  
**Carried**
13. Pay Consultation Procedures  
**Withdrawn**
14. Facility Time  
**Carried as Amended: 14.1, 14.2**
15. Privatisation and Outsourcing  
**Carried as Amended: 15.1**
16. Future of Local Government  
**Carried as Amended: 16.1, 16.2**
18. Behaviour and Violence in Schools  
**Carried as Amended: 18.1**
19. Workload in Schools  
**Carried as Amended: 19.1, 19.2, 19.3, 19.4**
- 19.5 **Fell**
20. Devolution and Local Government  
**Carried as Amended: 20.1**
21. Transatlantic Trade and Investment Partnership  
**Carried as Amended: 21.1**
22. Towards a £10 per hour Living Wage  
**Carried as Amended: 22.1**
24. Low pay and women  
**Carried as Amended: 24.1**
25. Living Wage  
**Carried**
26. Local Government Finance  
**Carried**
31. When is a Co-op not a Co-op  
**Carried as Amended: 31.1, 31.2**
32. Local Government Supporting Joint Working in Education  
**Carried**
33. The Impact of the Adult Education Funding Crisis  
**Carried**
34. Retention of Green Book Terms and Conditions  
**Carried**
35. A Lobbying and Campaign Strategy for Local Government Pay  
**Carried as Amended: 35.1**
- 35.2 **Withdrawn**
36. Recruitment and Retention of Activists  
**Carried as Amended: 36.1**
38. Equality rights and national collective agreements  
**Carried**
39. Local government pay - an equality issue  
**Carried**
41. Improving working conditions for Care workers  
**Carried**

Emergency Motion 01 - The Implications of the Outcome of the 2015 General Election for UNISON in Local Government  
**Lost**

Emergency Motion 03 - NJC Pay  
**Withdrawn**

**Motions not reached**

- 2. Pay 2015/16 Getting the message across
- 23. Co-ordinated campaign against job cuts in Local Government
- 27. Administration of Medicines and Medical Support in Educational Establishments.
- 28. Campaign to defend council services, jobs and working conditions
- 29. Local Government Cuts and Disabled People
- 30. Local Government outsourcing and disabled members
- 37. Fragmented Workforce
- 40. No Compulsory Redundancies in Local Government
- 42. Black workers in senior positions

EM02 Recorded Voting

EM04 New Government – Threat to Local Services





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